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Mastering the Academic Marketplace

- Increase in real salary levels of 0.9 percent—the lowest since 1981-82.
- Increases in salary for continuing faculty averaged 6.5 percent or 2.4 percent in real terms.
- This year, salary increases in real terms are the lowest in the past six years. May be taken as a warning that salary increases in the near future may fall below the rate of inflation, as they did in the 1970s.
- Salary levels averaged $41,780, $35,180, $30,050, and $28,950 for institutions in Category I (Doctoral-level), Category IIA (Comprehensive), Category IIB (General Baccalaureate), and Category IV (Two-year Colleges without academic ranks), respectively.

These highlights and others are discussed in the report by Hirschel Kasper, chair of the AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions that completed Form MEA 22. The AAUP survey was conducted by Maryse Eymonerie Associates, also responsible for editing, processing, and preparing the statistical materials which appear in this report. Data for 1,967 institutions are presented in Appendixes I and II (Data on nine-month basis for regular teaching faculty). Data for sixty-eight Medical Schools are presented in Appendix III (preclinical departments only, data on 12-month basis). The three Appendix Tables appear at the end of this report.

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(See list on page 17 of additional tables available upon request)

Mastering the Academic Marketplace

The Annual Report on the Economic Status of the Profession, 1987–88[1]

The increase in the average salary for college and university faculty during the period from 1986–87 to 1987–88 was only 4.9 percent, compared to 5.9 percent for the previous year. That marks the third consecutive year that increases in average salary have fallen below those of the previous year. Unfortunately, the rate of inflation, as measured by changes in the cost of living index (C.P.I.), rose substantially last year, rather than continuing to decline as it had for the three previous years. As a consequence of the relatively small increase in average salaries and the more rapid rise in inflation, the increase in average salaries, measured in real terms (adjusted for a 4 percent rise in price inflation), was only 0.9 percent. That creeping improvement is the slowest rate of increase in real salaries in six years, and may reasonably be taken as a warning that salary increases in the near future may fall below the rate of inflation, as they did during the 1970s.

Mastering the Data

The title of this year's report may remind faculty members that they have both the authority and responsibility to control or "master" the salary levels and salary structures on their campuses. For them to be truly effective in those functions, it is important that they understand the data in our report as well as the salary situation at their own institutions. Second, it is important for faculty members to understand the relationship between salaries for academics and salaries for non-academic professionals, as part of the larger issue of the role of scholars and teachers in society. The academic marketplace does not stand in isolation from the skill, creative talents, and wisdom of those scholars who have chosen—or might choose—careers in academia. Finally, it is apparent that faculty already temper the vagaries of market forces so that the distribution of salaries across fields and ranks is narrower than it would be otherwise, suggesting some recognition of the fact that all faculty are engaged in a common endeavor. A good understanding of salary and compensation in the academic market—or markets—is a prerequisite to those who want to play a role in improving the economic status on their local campuses or for the profession.

The small increase in average salaries may be seen as disappointing to the supporters of higher education for many reasons. Two separate and very different reasons warrant mention in this year's report. First, during the past few years we have seen increased public focus on the importance of improving the quality of higher education, as private citizens and public officials have called the country's attention to the need to devote more resources to education and research. Yet, in spite of the increased public discussion, a general rise in endowment income, and relatively sound growth in the economy, little in the way of new resources was made available for faculty salaries in this pre-election year.

Second, it should have been abundantly clear last year that larger, rather than smaller, salary increases would be called for this year because the rate of inflation was expected to rise from its temporary slow pace. Faculty members were in a position last year to alert campus budget officers that realistic plans needed to be made for offsetting the anticipated rise in the cost of living. Perhaps those faculty will be more effective for the coming academic year when special institutional effort will be needed to achieve real gains.

The salary structure of the academic profession, as it is described in our report, tells much about the profession and the issues that concern it, not merely whether it is well compensated or not. An examination of the data in our tables shows evidence of continued erosion of the profession with the use of non-tenure-track appointments and appointments of teachers without any faculty rank at all. The data also enable one to examine the controversial issue of the extent and location of salary compression across ranks.

Knowledge of the limits of the data is critical, of course, for their effective use. The reported salary and compensation data have been adjusted to a standard academic-year basis so that they are comparable across institutions. Since the data are abstracted from additional compensation for overloads, summer teaching, stipends, etc., they continue to provide a fair picture of each institution's compensation practices and of the profession as a whole since, until very recently, institutions seldom changed their salary packages. Within recent years, the practice of providing a guaranteed stipend for the summer has spread, as has the practice of providing direct benefits for research and scholarship that raise the annual earnings of faculty without necessarily changing the contracted nine-month base salary. As a result, the reported salary and compensation data are best viewed as the basic foundation upon which to construct any analysis of the economic status of the profession.

The Market

The data on salary levels reflect at least three different perspectives of academic markets. First, there is a market for new faculty appointments. The normal result of the operation of that market is that there is an increase in salary levels offered assistant professors either when colleges and universities expand or when fewer qualified people want to go into academics. At those times, the rate of increase in salaries of assistant professors will outpace the rate of increase of their less mobile colleagues and mentors, and the distribution of salaries will tend to narrow, as many people claim it did in the 1960s. Second, there is a "market," internal to the institution, where salary differentials have to match differences in responsibility, prestige, experience, etc. Third, there is a market within disciplines, where there may be substantial differences in the opportunities not only in academe but off the campus as well. Amazing good fortune may be the only reason why those three markets should operate simultaneously without producing more tensions on campuses than they do. Tensions can be reduced by an informed understanding of how these three markets can—or should—affect salaries. Similarly, an understanding of the behavior and

limits of these markets can help avoid distracting conflict and pointless aggravation.

The disappointment in the creeping rate of increase in average salaries for all faculty is alleviated only slightly by the situation for continuing faculty. The overall increase in the average salary for continuing faculty was 6.5 percent, down slightly from last year. The return of inflation to its more familiar rates, however, left the average salary increase in real terms at 2.5 percent, the lowest it has been since the increase from 1982–83 to 1983–84.

An examination of the average percentage increase in salary by rank for continuing faculty shows, first, a continuation of the trend toward larger percentage increases in salary at the assistant professor rank than at the full professor rank. Since 1977, the average percentage increase for continuing assistant professors has been about one percentage point higher than that for full professors. Part of the explanation for differences in the rate of increases lies in the fact that assistant professors are successfully climbing the career ladder while full professors have reached the top rung. Persons familiar with appointment trends in higher education know, however, that there have been very substantial developments in the hiring of new faculty and that salary compression among continuing faculty is, therefore, only part of a much larger story.

The percentage increase in salary levels for *current* faculty, in 1987–88, regardless of whether they were at their institution in 1986–87, reveals little difference in the rate of the increases among the upper three professorial ranks. The pattern of similar increases in average salaries across ranks for current faculty, but larger increases for assistant than for full professors among continuing faculty, is familiar. The different salary paths could be observed simultaneously under many circumstances, but two often-mentioned situations are worthy of note, especially because they are seldom observed together in the same field on the same campus. Both situations center on the salaries for new assistant professors. In one situation, new assistant professors, just out of graduate school, are hired at salaries in excess of those given to colleagues who were hired the previous year—a phenomenon which some have termed a "negative tenure slope" for probationary faculty. The result is that second-year faculty receive more than third-year faculty, and so on. Presumably, this situation "rights" itself after the probationary faculty receive tenure.

The second situation is newer. Some institutions are hiring at the assistant-professor level persons who have gained experience either in government or industry or who have been on the faculty of (sometimes several) other institutions. These experienced new faculty may receive salaries above the bare minimum offered to persons just out of graduate school.

Casual observation suggests that experienced faculty are not often hired as assistant professors at institutions and in fields where the negative tenure slope is common, and vice versa.

At a more general level of analysis, it may take so long for faculty salaries to recapture the earning power that they had in 1970 that some professors will have spent more than half their careers climbing back to where they were twenty-five years ago. The potential effect of that experience on the willingness of those faculty members to encourage their talented students to undertake careers in research and teaching is unknown. What is known is that these students will be peering into the working lives of their mentors to determine whether they too will wish to pursue academic careers.

The Results

The data which go into the report have been provided by 1,967 institutions covering almost 350,000 full-time faculty members.

The data displayed in Tables I and II show that the increases from 1986–87 to 1987–88 were not as rewarding as those of the year before. It is too soon to be able confidently to compare these salary increases for faculties with increases for other groups because our report is among the first large-scale surveys of salaries of professional employees to be released each year. Since the historical long-run growth of earnings in the United States for all workers averages about 2.5 to 3 percent per year, it is likely that we will have to conclude that the increases for faculty for 1987–88 fell short of the common norm.

Table III gives the average salaries for full professors and new assistant professors in different fields from a survey of eighty large (mostly public) research-oriented institutions. The data show that salaries vary widely across fields, but that there is an internal coherence in salary structures so that the most highly paid assistant professors are roughly in the same field as the most highly paid full professors. It is also clear, from the data, that new assistant professors in some fields average more than experienced full professors in other fields. Each institution has to judge for itself whether such twists in salary are educationally necessary and appropriate.

A much more detailed perspective on the increase in average salary levels appears in Table 1. Average salary increases were larger at the private independent institutions than at the public or church-related universities and four-year colleges. The pattern at the two-year colleges is anomalous. Overall, salary levels increased by nearly one percentage point more at the private independent institutions than at both the public and church-related campuses, 5.6 percent *vs.* 4.7 percent at the latter two.

The data in Table 1 also show that salary increases were higher at the most prestigious research universities (Category I) than at either other universities as a whole, or than at four-year liberal arts colleges (IIA and IIB, respectively). Since salaries were already higher at these Category I institutions, there has been a widening of salary differences between the best known universities and all the other institutions.

Careful readers will observe that the rate of increase in salary levels at each rank is almost identical, whereas that for continuing faculty across the categories of institutions is not. We direct the attention of readers to the differences in the average increases for assistant and full professors both for current salary levels and continuing faculty. As usual, there were larger increases for continuing assistant than for full professors; at the Category I institutions, for example, 7.5 percent *vs.* 6.2 percent. However, the differences in the salary levels are much tighter, 5.6 percent *vs.* 5.4 percent.

Table 2 shows the distribution of increases cumulated over either institution or faculty members. It shows, for example, that 7.2 percent of continuing faculty received increases of 10 percent or more, and that just under 5 percent received less than a 1 percent increase. The data also show that salary increases, surprisingly, spanned a somewhat wider range at public than at private independent institutions. Public institutions provided salary increases of 15 percent or more to 2.3 percent of their continuing faculty, but to 6.5 percent of them, less than 1 percent. In private independent institutions, the percentage of continuing faculty receiving salary increases of 15 percent and above or less than 1 percent was much lower (0.1 and 0.9 percent, respectively).

Table 3 shows the actual weighted average salary and compensation levels by category, affiliation, and rank. To some, the single most important number in the table is either the overall salary (for All Ranks Combined) for all institutions in the group All Categories Except IV, $37,000; or the com-

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1971–72

One-Year Period	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971–72 to 1972–73	4.3	4.2	4.1	3.9	4.1	0.3	0.1	0.1	−0.1	0.1	4.0
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	−3.5	−3.5	−3.9	−3.9	−3.6	9.0
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.2	−0.9	−1.0	7.1
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	5.8	−3.5	−3.3	−3.2	−3.1	−3.3	9.4
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.0	4.3
1982–83 to 1983–84	4.6	4.4	5.0	5.1	4.7	0.9	0.7	1.2	1.2	1.0	3.7
1983–84 to 1984–85	6.7	6.4	6.6	6.2	6.6	2.6	2.4	2.6	2.2	2.6	3.9
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	3.0	2.8	3.1	2.8	3.0	3.0
1985–86 to 1986–87	6.1	5.8	5.7	4.9	5.9	3.8	3.5	3.4	2.6	3.6	2.2
1986–87 to 1987–88	5.0	4.8	4.9	3.8	4.9	1.0	0.8	0.9	−0.2	0.9	4.0*

[1]Monetary salary increases measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage change in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The change in the CPI for the months of March through June 1988 has been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE II

Percentage Increases in the Consumer Price Index and Average Salary Increases of Continuing Faculty, Monetary and Real,[1] 1971–72 thru 1987–88

Academic Rank	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971–72 to 1972–73	4.7	5.7	5.9	6.3	5.5	0.7	1.6	1.8	2.2	1.4	4.0
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	−3.3	−2.5	−2.3	−2.7	−2.7	9.0
1973–74 to 1974–75	6.6	7.4	7.9	8.7	7.4	−4.1	−3.3	−2.3	−2.2	−4.1	11.1
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.0	0.6	0.8	1.3	0.5	7.1
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	0.4	0.9	1.6	1.5	0.9	5.8
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	−0.7	−0.7	−0.7	−0.7	−0.7	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	−2.3	−1.6	−1.3	−0.9	−1.8	9.4
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	−4.9	−4.5	−4.1	−3.9	−4.6	13.3
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	−1.8	−1.4	−0.9	−0.9	−1.4	11.6
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	0.6	1.2	1.6	1.7	1.1	8.7
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	3.1	3.4	4.0	3.8	3.5	4.3
1982–83 to 1983–84	5.4	5.7	6.3	5.9	5.7	1.6	1.9	2.5	2.1	1.9	3.7
1983–84 to 1984–85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.9	4.3	4.8	4.5	4.2	3.0
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	4.0	4.4	4.7	4.2	4.2	2.2
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	2.0	2.5	3.0	2.8	2.4	4.0*

[1]Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The changes in the CPI for the months of February thru June 1988 have been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE III

Average Salary Levels for Full Professors and New Assistant Professors, by Discipline, 1987–88[1]

Discipline	Average Salary
FULL PROFESSOR	
Law	67,796
Computer Info.	58,965
Business	57,628
Engineering	56,793
Physical Sci.	51,709
Mathematics	50,373
Psychology	49,211
Social Sci.	49,057
Library	48,988
Public Affairs	48,890
Interdisc. Stud.	48,358
Biology	47,680
Architecture	47,487
Area Studies	47,284
Communications	46,842
Letters	46,065
Home Economics	46,062
Agriculture	45,684
Foreign Langs.	45,519
Education	44,588
Fine Arts	41,906
All Major Fields	50,773
NEW ASSISTANT PROFESSOR	
Law	41,791
Business	40,277
Computer Info.	38,780
Engineering	37,956
Library	30,272
Agriculture	30,128
Physical Sci.	29,449
Mathematics	28,759
Biology	28,509
Architecture	28,488
Public Affairs	28,418
Home Economics	27,858
Psychology	27,489
Social Sci.	27,226
Communications	27,013
Area Studies	26,492
Education	26,264
Foreign Langs.	24,595
Letters	23,871
Fine Arts	23,549
Interdisc. Stud.	22,496
All Major Fields	30,286

[1]Taken from the 1987–88 Faculty Salary Survey by Discipline of Institutions Belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

pensation for the same group, $45,140. The data show that among universities and colleges, the average salaries at public institutions are lower than at the comparable private ones, sometimes substantially, such as at the prestigious Category I institutions, sometimes minimally, such as at the Category IIA universities and IIB colleges. The differential is even larger when average compensation is examined rather than average salary because fringe benefits are usually higher in private than in public institutions as shown in Table 7.

The relative differences across ranks is greater at the Category I and IIA institutions than at the IIB four-year colleges. The latter have a more homogeneous faculty in terms of the range of disciplines, and their faculties may be more sensitive to concerns about "equity." The colleges may also be less aggressive in searching for new faculty, especially at the full-professor rank, as is sometimes the case at Category I institutions.

Table 4 provides information about the average salaries of men and women, though the differential varies with rank, category, and affiliation. In some cases the differential is greater than 10 percent; in others it is less than 5 percent. The reader should be reminded that the reported data in this table represent a base to examine how the differential between gender may be affected by factors such as differences in teaching field or professional experience; the entrance of very many women at the assistant professor rank; and the extent of imbedded inequities.

Table 5 shows the wide disparity in salaries across different regions of the country, even for the same category of institution. Those average salary differentials reflect differences in the cost of living in the various regions of the country, and the fortunate location of some institutions. Even so, the range in average salaries from $43,590 in the Pacific West to $32,720 in the East South Central is jarring. Note that while the average salary for assistant professors differs less than 10 percent from one region to another, at the full-professor level the regional differences are close to 20 percent. There may be a message there for graduate students who are thinking about where to start their careers.

Tables 7 and 8 itemize the components of fringe benefits which constitute approximately 22 percent of salary. The largest single benefit remains provisions for retirement, followed by medical insurance.

Tables 9 and 10 show the effect of the use of non-tenure-track appointments and other term arrangements. One can discern, for example, the use of the untenured associate professor and the fact that women are less likely to have tenure-track appointments. Some Category I institutions, rather than IIB, have adopted the untenured associate professor position; Category IIB, rather than Category I, institutions have placed relatively more of their assistant professors in non-tenure-track positions.

The Committee

The committee offers its wholehearted appreciation to the nearly two thousand colleges and universities that so generously responded to the salary survey questionnaire sent out by Maryse Eymonerie Associates, which gathers and processes the data for this report. We recognize that responding to our annual data request entails time and effort on the part of already busy college and university administrators. We hope that they recognize how indebted the entire profession is for this cooperation. While the benefits of providing these data may seem negligible to those who provide them, the aggregated data as they appear in this report are invaluable to the profession as a whole and to individual campuses in

their budgetary discussions of faculty salaries and compensation.

The committee also thanks Maryse Eymonerie for her perseverance and dedication to bring this year's survey to a timely and successful conclusion. Thanks to her outstanding ability to overcome barriers, expected and otherwise, we are once again able to present the results of the Committee Z survey in the early spring when it can serve simultaneously as a reminder and as a guide for planning.

Finally, I wish to express my appreciation to the members of Committee Z for their willingness to make themselves available to serve, namely, Ronald Ehrenberg (Cornell University) and Susan Vroman (Georgetown University); also, W. Lee Hansen (University of Wisconsin, Madison), consultant to the committee.

HIRSCHEL KASPER (Economics)
Oberlin College
Chair, Committee Z on the
Economic Status of the Profession

[1]The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report or the ordering of special tabulations should be directed to Maryse Eymonerie Associates (MEA), P.O. Box 520, McLean, Virginia 22101. Orders for additional copies of the Annual Report (price: $25, prepaid order only) and supplementary tables (see page 17) should be directed to AAUP, Suite 500, 1012 14th Street, NW, Washington, DC 20005, telephone (202) 737-5900.

TABLE 1

Percentage Increases in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1986–87 to 1987–88[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I								
Professor	5.4	5.1	6.3	5.7	6.2	6.1	6.8	5.8
Associate Prof.	5.3	5.2	5.7	4.7	6.9	6.8	7.4	6.0
Assistant Prof.	5.6	5.4	6.6	5.7	7.5	7.4	8.2	6.4
Instructor	4.7	4.2	6.9	7.0	7.1	6.9	7.9	7.2
All Ranks	5.4	5.2	6.2	5.4	6.6	6.5	7.2	6.0
CATEGORY IIA								
Professor	4.5	4.4	5.1	4.8	5.6	5.4	6.0	6.0
Associate Prof.	4.3	4.1	4.9	4.8	6.0	5.8	6.1	6.6
Assistant Prof.	4.0	3.6	5.2	5.6	6.4	6.3	6.5	6.8
Instructor	2.8	2.7	2.6	4.0	6.6	6.4	6.9	7.9
All Ranks	4.3	4.1	5.0	5.0	6.0	5.8	6.2	6.5
CATEGORY IIB								
Professor	4.4	4.6	4.6	4.0	6.1	6.0	6.5	5.8
Associate Prof.	4.4	4.3	4.7	4.3	6.5	6.3	7.0	6.3
Assistant Prof.	4.9	4.4	5.2	4.8	6.9	6.0	7.9	6.6
Instructor	3.8	1.9	5.8	4.1	7.0	5.9	8.2	7.2
All Ranks	4.5	4.3	4.8	4.3	6.5	6.1	7.0	6.2
CATEGORY III								
Professor	5.2	5.3	4.0	2.2	6.1	6.6	4.3	5.0
Associate Prof.	4.4	4.5	3.0	2.9	6.7	6.8	5.0	4.0
Assistant Prof.	5.0	5.1	4.4	7.0	7.5	7.5	6.1	5.7
Instructor	4.2	4.5	4.2	4.2	6.6	6.6	7.1	4.5
All Ranks	4.8	4.9	3.9	4.1	6.9	6.9	5.7	4.8
CATEGORY IV								
No Rank	4.4	4.3	7.1	3.9	5.7	5.7	7.7	7.9
ALL CATEGORIES EXCEPT CATEGORY IV								
Professor	5.0	4.9	5.8	4.7	6.1	5.9	6.6	5.8
Associate Prof.	4.8	4.7	5.2	4.5	6.6	6.5	7.0	6.3
Assistant Prof.	4.9	4.7	5.8	5.2	7.1	7.0	7.7	6.6
Instructor	3.8	3.4	5.0	4.5	6.9	6.6	7.8	7.4
All Ranks	4.9	4.7	5.6	4.7	6.5	6.3	6.9	6.2

[1]Sample includes 1,840 and 987 institutions, respectively. The All Ranks figures include the rank of Lecturer and the category No Rank used by a few institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Institutions with Specific Increases in Salary Levels, Percentage of Institutions with Specific Increases in Salary for Continuing Faculty, and Percentage of Faculty Teaching in These Institutions, by Affiliation, 1986–87 to 1987–88[1] (Percentages Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
		SALARY LEVELS				CONTINUING FACULTY		
INSTITUTIONS								
15 percent & over	1.4	1.1	1.0	2.3	0.6	0.6	0.4	0.8
14 percent & over	1.7	1.4	1.0	2.6	1.0	0.6	1.3	1.2
13 percent & over	1.8	1.6	1.0	2.9	1.7	0.8	1.8	2.8
12 percent & over	2.9	2.7	2.3	3.8	2.5	1.9	1.8	4.0
11 percent & over	3.6	3.9	2.7	4.3	3.9	4.1	3.1	4.5
10 percent & over	5.3	5.9	4.3	5.5	6.2	7.4	4.0	6.5
9 percent & over	6.9	7.6	5.6	7.2	11.1	11.8	10.2	10.8
8 percent & over	11.2	12.5	10.3	10.4	18.0	15.7	23.5	16.5
7 percent & over	17.2	17.6	17.6	16.5	34.7	32.5	49.3	29.3
6 percent & over	30.3	29.7	34.5	27.7	52.1	51.8	63.7	42.2
5 percent & over	45.4	44.3	51.5	42.2	72.5	72.5	82.3	63.9
4 percent & over	62.7	63.0	65.8	59.8	84.7	83.8	90.3	81.1
3 percent & over	75.8	73.7	80.4	75.4	91.4	89.0	94.7	92.0
2 percent & over	84.0	80.9	86.4	87.0	94.0	92.3	96.0	94.8
1 percent & over	89.3	86.8	92.4	91.0	95.4	94.2	96.9	96.0
Below 1 percent	10.7	12.2	7.6	9.0	4.6	5.8	3.1	4.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FACULTY MEMBERS								
15 percent & over	0.9	1.1	0.1	0.5	1.6	2.3	0.1	0.3
14 percent & over	1.0	1.3	0.1	0.6	1.8	2.3	0.4	1.3
13 percent & over	1.0	1.3	0.1	0.9	2.3	2.7	0.7	2.4
12 percent & over	1.8	2.1	0.5	1.5	2.7	3.2	0.7	2.9
11 percent & over	2.7	3.3	0.6	1.8	5.2	6.8	1.2	3.3
10 percent & over	5.1	6.6	1.1	2.5	7.2	9.3	1.2	5.3
9 percent & over	6.6	8.1	2.7	3.7	11.4	13.2	6.2	9.8
8 percent & over	9.8	11.2	5.4	7.6	18.1	16.7	23.8	16.6
7 percent & over	15.2	14.5	20.2	11.8	37.6	34.4	50.8	33.4
6 percent & over	30.9	28.1	45.1	25.9	59.8	57.4	74.8	49.2
5 percent & over	52.3	50.5	63.8	45.8	75.9	73.2	87.8	71.6
4 percent & over	70.2	69.3	77.1	64.6	88.2	85.8	96.3	88.1
3 percent & over	80.8	77.9	91.7	81.7	91.7	89.0	98.6	94.9
2 percent & over	85.0	81.8	94.8	89.6	93.6	91.3	99.0	97.4
1 percent & over	90.4	88.1	97.8	93.7	95.2	93.5	99.1	98.1
Below 1 percent	9.6	11.9	2.2	6.3	4.8	6.5	0.9	1.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,840 and 987 institutions reporting data for both years and providing data for continuing faculty, respectively.

TABLE 3

Weighted Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 1987–88[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I								
Professor	52,950	51,080	59,850	53,080	63,920	61,380	73,260	65,600
Associate Prof.	38,040	37,330	41,060	39,170	46,600	45,550	51,160	48,220
Assistant Prof.	32,050	31,480	34,080	32,190	39,180	38,510	41,990	38,750
Instructor	23,000	22,180	26,530	28,120	28,160	27,260	32,710	33,490
Lecturer	26,770	26,940	26,420	24,940	33,340	33,670	32,670	30,060
No Rank	26,720	26,120	30,460	*	32,940	32,090	38,280	*
All Ranks	41,780	40,970	46,960	41,080	50,810	49,170	57,800	50,040
CATEGORY IIA								
Professor	43,940	46,060	44,010	42,460	53,340	53,360	54,140	51,910
Associate Prof.	34,690	34,710	34,990	34,120	42,570	42,460	43,760	41,770
Assistant Prof.	28,460	28,380	28,950	28,350	34,890	34,840	35,310	34,640
Instructor	21,900	21,810	22,440	22,280	26,910	26,850	27,110	27,330
Lecturer	23,760	23,340	25,380	28,120	29,420	29,010	30,750	34,430
No Rank	27,270	25,620	29,270	29,410	32,740	30,390	35,740	34,480
All Ranks	35,180	35,260	35,350	34,210	42,960	42,980	43,580	41,830
CATEGORY IIB								
Professor	37,890	38,730	42,540	33,820	46,530	46,740	52,690	41,560
Associate Prof.	30,410	32,420	32,210	28,130	37,220	39,410	39,690	34,370
Assistant Prof.	25,410	27,070	26,490	23,800	30,760	32,930	32,210	28,620
Instructor	20,980	21,940	21,340	20,200	25,130	26,810	25,340	23,990
Lecturer	22,990	23,530	25,910	17,510	27,890	28,720	31,610	20,550
No Rank	28,980	32,280	29,540	23,770	35,810	39,430	36,950	28,850
All Ranks	30,050	31,060	32,750	27,550	36,670	37,700	40,260	33,510
CATEGORY III								
Professor	37,800	38,230	27,290	24,650	46,770	47,330	32,870	29,810
Associate Prof.	31,770	32,190	23,870	22,670	39,560	40,140	28,480	27,180
Assistant Prof.	26,810	27,270	20,700	20,740	33,640	34,300	24,870	24,990
Instructor	22,690	23,200	16,950	16,810	28,490	29,210	20,190	19,890
Lecturer	19,510	19,520	*	—	24,810	24,830	*	—
All Ranks	30,610	31,130	21,790	21,300	38,140	38,850	26,100	25,590
CATEGORY IV								
No Rank	28,950	29,130	21,670	20,130	35,340	35,560	26,720	24,050
ALL CATEGORIES EXCEPT CATEGORY IV								
Professor	47,400	47,220	52,240	39,240	57,470	57,000	64,140	48,050
Associate Prof.	35,300	35,640	36,630	31,480	43,310	43,590	45,540	38,540
Assistant Prof.	29,200	29,610	30,080	26,020	35,750	36,330	36,820	31,430
Instructor	22,090	22,190	22,720	20,970	27,090	27,420	27,430	25,090
Lecturer	25,470	25,450	26,130	23,810	31,630	31,730	32,120	28,680
No Rank	27,640	26,840	29,540	25,000	33,780	32,550	36,610	30,110
All Ranks	37,000	37,170	39,730	31,180	45,140	45,360	48,890	37,990

*Sample too small to be meaningful.
[1]Sample includes 1,910 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 1

Weighted Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1987–88[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	MEN				WOMEN			
CATEGORY I								
Professor	53,390	51,490	60,420	54,290	47,740	46,250	53,040	49,880
Associate Prof.	38,570	37,850	41,710	39,790	36,110	35,380	38,930	37,190
Assistant Prof.	33,090	32,550	35,160	33,230	29,790	29,360	31,560	30,330
Instructor	24,530	23,500	27,600	30,410	21,810	21,260	24,990	26,240
Lecturer	28,700	28,880	28,030	27,720	24,830	24,940	24,930	29,960
CATEGORY IIA								
Professor	44,230	44,330	44,340	42,990	42,090	42,400	41,790	39,030
Associate Prof.	35,220	35,200	35,740	34,680	33,130	33,270	32,760	32,460
Assistant Prof.	29,330	23,220	29,960	29,230	27,120	27,130	27,250	26,870
Instructor	22,690	22,620	23,210	22,880	21,250	21,140	21,770	21,860
Lecturer	25,200	24,880	26,150	29,750	22,280	21,740	24,700	26,450
CATEGORY IIB								
Professor	38,280	38,880	43,090	34,160	35,650	37,850	39,250	31,900
Associate Prof.	30,920	32,670	32,800	28,670	29,060	31,650	30,690	26,740
Assistant Prof.	26,010	27,610	26,990	24,400	24,600	26,240	25,800	23,050
Instructor	21,610	22,700	21,850	20,740	20,430	21,200	20,900	19,760
Lecturer	24,140	24,570	28,090	18,400	21,930	22,460	24,980	16,640
CATEGORY III								
Professor	38,370	38,760	28,020	24,840	36,270	36,770	25,970	24,060
Associate Prof.	32,610	32,990	24,880	22,850	30,400	30,860	22,570	22,370
Assistant Prof.	27,610	27,990	21,430	21,350	25,840	26,370	20,160	20,000
Instructor	23,620	24,040	17,010	18,000	21,920	22,460	16,920	15,940
Lecturer	21,700	21,700	—	—	18,260	18,270	*	—
CATEGORY IV								
No Rank	30,220	30,430	22,330	20,430	28,130	28,340	21,410	18,580
ALL CATEGORIES EXCEPT CATEGORY IV								
Professor	48,060	47,810	53,070	39,820	42,380	42,780	45,200	35,620
Associate Prof.	35,960	36,250	37,430	32,140	33,300	33,740	34,270	29,660
Assistant Prof.	30,280	30,630	31,310	26,950	27,410	27,890	27,940	24,710
Instructor	23,030	23,140	23,840	21,620	21,320	21,430	21,660	20,470
Lecturer	27,240	27,260	27,630	25,700	23,730	23,610	24,800	22,220

*Sample too small to be meaningful.
[1]Sample includes 1,910 institutions providing data by gender. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 5

Weighted Average Salary, by Region, Category, and Academic Rank, 1987–88[1]

Academic Rank	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I									
Professor	58,110	46,280	46,910	52,170	58,340	57,270	49,740	46,990	53,260
Associate Prof.	39,300	35,250	35,010	38,230	41,310	40,430	35,980	35,170	38,440
Assistant Prof.	33,920	30,310	30,170	32,060	33,510	33,130	30,720	29,910	32,220
Instructor	23,840	23,310	21,920	22,270	24,520	27,420	21,370	22,030	23,670
Lecturer	32,540	24,560	19,950	24,790	27,560	28,630	23,210	22,780	25,430
All Ranks	46,740	38,240	38,390	41,470	45,320	45,240	38,450	37,440	41,280
CATEGORY IIA									
Professor	49,500	39,980	39,480	41,260	46,330	47,360	38,280	39,130	43,470
Associate Prof.	37,680	33,050	32,230	34,130	37,370	37,590	32,270	32,270	35,430
Assistant Prof.	30,490	27,700	27,280	28,580	30,270	30,780	27,360	27,270	29,710
Instructor	25,100	23,090	21,920	22,870	23,560	25,030	21,760	22,130	23,180
Lecturer	26,680	23,700	19,580	22,170	26,850	31,270	20,610	19,870	24,840
All Ranks	42,650	32,790	31,710	33,930	37,400	38,460	30,930	31,780	34,850
CATEGORY IIB									
Professor	39,680	36,170	34,120	36,250	43,030	45,270	34,550	33,470	36,120
Associate Prof.	30,810	28,900	28,380	29,450	33,070	33,670	29,580	36,960	29,710
Assistant Prof.	25,750	24,510	24,150	24,550	26,790	27,690	25,760	23,230	25,100
Instructor	21,490	18,780	20,850	20,640	22,260	22,810	21,160	18,460	21,630
Lecturer	*	—	29,910	20,670	25,410	30,400	18,410	*	23,950
All Ranks	31,770	29,520	27,790	29,300	32,810	34,290	28,340	26,750	29,140
CATEGORY III									
Professor	41,620	30,340	35,340	37,510	41,170	36,050	36,120	31,470	36,950
Associate Prof.	40,240	29,140	31,310	32,640	33,720	31,000	31,110	27,140	30,320
Assistant Prof.	34,950	24,800	25,860	27,230	28,140	27,220	26,480	23,300	26,230
Instructor	32,890	23,340	23,000	22,900	23,040	23,060	22,530	21,530	21,660
Lecturer	—	—	—	19,630	19,480	18,440	—	*	20,360
All Ranks	39,340	26,300	30,240	30,840	32,770	30,930	21,060	25,800	30,040
CATEGORY IV									
No Rank	32,390	28,070	27,410	33,960	25,310	24,420	27,920	26,180	26,380
ALL CATEGORIES EXCEPT CATEGORY IV									
Professor	52,510	43,740	41,760	46,780	50,810	50,140	44,340	41,580	47,360
Associate Prof.	37,980	33,880	32,330	35,420	37,530	37,350	33,840	32,150	35,550
Assistant Prof.	31,620	28,710	27,270	29,520	30,250	30,480	28,660	27,230	29,530
Instructor	24,920	22,800	21,630	22,140	23,340	24,250	21,670	21,410	22,710
Lecturer	31,920	24,390	19,900	23,340	27,000	29,310	22,330	20,270	24,850
All Ranks	43,590	35,470	33,240	36,950	39,000	39,400	34,290	32,720	36,600

*Sample too small to be meaningful.
[1]Sample includes 1,[illegible] institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

Pacific: Alaska, Calif., Hawaii, Oreg., & Wash.; *Mountain:* Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, & Wyo.; *West North Central:* Iowa, Kans., Minn., Mo., Nebr., N. Dak., & S. Dak.; *East North Central:* Ill., Ind., Mich., Ohio, & Wis.; *Middle Atlantic:* N.J., N.Y., & Penn.; *New England:* Conn., Maine, Mass., N.H., R.I., & Vt.; *West South Central:* Ark., La., Okla., & Tex.; *East South Central:* Ala., Ky., Miss., & Tenn.; *South Atlantic:* Del., D.C., Fla., Ga., Md., N.C., S.C., Va., & W. Va.

TABLE 6

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1987–88 (Rounded to Nearest $100)

Rating[1]	1*	1	2	3	4*	1*	1	2	3	4
Percentile	95	80	60	40	20	95	80	60	40	20
			SALARY					COMPENSATION		
CATEGORY I										
Professor	64,3	58,1	53,1	49,0	44,6	78,6	70,9	65,2	59,6	53,7
Associate	44 2	41,0	39,0	37,2	34,0	55,1	51,3	48,2	45,8	41,3
Assistant	36,4	34,2	32,4	30,9	29,4	45,8	42,5	39,6	37,7	35,6
Instructor	32,3	27,2	25,0	23,3	21,0	39,8	33,6	30,9	29,1	25,9
CATEGORY IIA										
Professor	52,2	46,8	42,7	39,2	35,4	64,8	58,0	52,7	47,8	42,5
Associate	41,4	37,7	34,8	32,4	29,9	51,4	47,2	43,1	39,3	39,7
Assistant	33,9	31,3	29,2	27,4	25,4	41,9	39,0	36,1	33,3	30,4
Instructor	28,7	25,7	23,5	22,0	20,4	36,4	32,0	29,2	27,0	24,8
CATEGORY IIB										
Professor	48,3	40,0	35,7	32,2	28,2	60,3	49,5	42,8	38,6	33,2
Associate	37,1	33,0	29,9	27,0	24,2	46,3	40,6	36,3	32,6	28,8
Assistant	29,8	27,4	25,4	23,3	21,2	37,1	33,1	30,5	27,9	25,0
Instructor	26,1	23,4	21,4	19,9	18,3	31,7	28,3	25,5	23,6	21,5
CATEGORY III										
Professor	43,8	40,5	36,9	34,1	30,3	55,2	50,3	46,6	42,1	36,1
Associate	40,2	34,8	32,0	29,4	26,6	49,9	44,3	39,7	36,8	31,9
Assistant	35,0	28,9	27,1	25,1	22,9	47,5	37,2	34,1	31,5	28,2
Instructor	30,4	25,1	23,1	21,9	19,1	40,2	31,9	29,6	27,3	24,1
CATEGORY IV										
No Rank	36,3	31,5	27,8	24,9	22,5	45,1	39,3	33,8	30,2	27,4

[1]Interpretation of the ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile, etc. Average Salary and/or Average Compensation lower than the 10th percentile will be rated 5. An average salary of 54,0 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than 53,1 but less than 58,1, which is the average salary needed for a rating of 1 or the salary level of the 80th percentile. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 7

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Affiliation and Itemized Benefits, 1987–88 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE			
Retirement	3618	3856	3619	2185	9.8	10.4	9.1	7.0
Medical Insurance	1462	1504	1459	1217	4.0	4.1	3.7	3.9
Disability	84	76	104	103	0.2	0.2	0.3	0.3
Tuition	295	70	915	697	0.8	0.2	2.3	2.2
Dental Insurance	67	78	43	38	0.2	0.2	0.1	0.1
Social Security (FICA)	2149	2084	2446	2081	5.8	5.6	6.2	6.7
Unemployment Compensation	89	67	159	116	0.2	0.2	0.4	0.4
Group Life	115	101	169	120	0.3	0.3	0.4	0.4
Worker's Compensation	151	146	171	147	0.4	0.4	0.4	0.5
Benefits in Kind	114	108	145	107	0.3	0.3	0.4	0.3
All Combined	8146	8090	9232	6811	22.1	21.8	23.2	21.9

Notes: For the purpose of this survey, the Social Security tax has been calculated at 7.15 percent of the first $43,800 of salary; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a number of institutions report the premiums under "medical insurance." Similarly, the medical insurance premiums might be somewhat overestimated because dental is sometimes included in the amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of the public four-year institutions in Texas, it also includes the portion of the employee's contribution to Social Security that is paid by the state. For additional information on the reporting of fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages for All Combined may not add up because of rounding.

TABLE 8

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Category and Itemized Benefits, 1987–88 (All Ranks Combined)

Itemized Benefits	Categories									
	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENTAGE				
Retirement	4216	3443	2336	3637	2663	10.1	9.8	7.8	11.9	9.2
Medical Insurance	1517	1491	1214	1544	1621	3.6	4.2	4.0	5.0	5.6
Disability	90	82	81	64	116	0.2	0.2	0.3	0.2	0.4
Tuition	328	195	506	90	58	0.8	0.6	1.7	0.3	0.2
Dental Insurance	70	85	24	60	50	0.2	0.2	0.1	0.2	0.2
Social Security (FICA)	2299	2100	2003	1734	1360	5.5	6.0	6.7	5.7	4.7
Unemployment Compensation	87	84	110	85	120	0.2	0.2	0.4	0.3	0.4
Group Life	129	96	124	105	114	0.3	0.3	0.4	0.3	0.4
Worker's Compensation	157	149	136	154	167	0.4	0.4	0.5	0.5	0.6
Benefits in Kind	127	99	103	138	106	0.3	0.3	0.3	0.5	0.4
All Combined	9020	7824	6636	7610	6375	21.7	22.2	22.1	24.8	22.1

See Notes to Table 7 above.

TABLE 9

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1987–88[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	96	96	97	97	96	96	98	97	95	95	96	97
Associate	85	87	76	89	85	87	77	89	85	87	75	90
Assistant	11	13	5	15	10	12	5	14	14	15	5	18
Instructor	4	5	1	7	4	5	1	7	4	4	1	7
Lecturer	4	5	3	–	5	6	4	–	3	3	3	–
All Ranks	67	67	64	65	72	73	70	70	45	46	42	49
CATEGORY IIA												
Professor	94	94	92	93	94	94	91	93	92	92	94	90
Associate	76	77	71	75	77	78	70	77	74	75	74	71
Assistant	26	28	17	24	26	27	16	25	26	28	18	22
Instructor	7	8	2	3	8	9	3	5	6	6	2	2
Lecturer	–	–	1	4	1	–	1	5	–	–	1	3
All Ranks	63	64	57	60	68	70	62	66	47	48	44	44
CATEGORY IIB												
Professor	91	96	89	92	92	96	89	93	88	97	87	85
Associate	74	80	74	71	74	79	75	72	73	83	71	69
Assistant	19	31	10	18	19	30	10	18	19	33	10	19
Instructor	4	8	5	1	4	5	6	1	4	10	5	1
Lecturer	1	1	1	2	1	2	–	2	1	–	1	2
All Ranks	54	58	52	53	60	63	58	60	39	47	36	37
CATEGORY III												
Professor	87	88	71	76	88	88	72	70	86	86	70	62
Associate	82	83	49	46	83	84	47	41	80	81	52	55
Assistant	45	47	21	14	47	49	23	10	43	45	19	18
Instructor	11	11	11	4	14	14	16	–	9	9	9	7
Lecturer	11	11	–	–	12	12	–	–	10	10	–	–
All Ranks	62	64	34	34	68	69	40	38	54	56	29	29
CATEGORY IV												
No Rank	43	43	21	25	44	45	27	32	40	40	15	17
ALL CATEGORIES EXCEPT CATEGORY IV												
Professor	94	95	94	93	95	95	94	93	92	92	92	87
Associate	80	83	74	75	81	83	74	76	79	81	73	73
Assistant	20	23	10	19	19	22	10	19	22	25	11	19
Instructor	6	7	4	2	7	9	4	2	5	7	4	2
Lecturer	3	3	2	1	4	4	3	2	2	2	2	1
All Ranks	63	65	59	56	69	71	65	63	46	48	40	40

[1]Sample includes 1,055 institutions reporting tenure information. For definition of Categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 10

Percentage of Full-time Faculty on Tenure Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1987–88[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	99	99	99	99	99	99	99	99	99	99	99	100
Associate	98	98	96	98	98	98	96	98	98	98	96	96
Assistant	92	92	88	87	90	90	89	87	94	96	86	88
Instructor	28	27	27	29	32	33	24	40	25	23	32	15
Lecturer	14	17	1	–	16	19	2	–	11	12	1	–
All Ranks	91	91	91	85	93	93	93	90	81	82	81	71
CATEGORY IIA												
Professor	100	100	98	99	100	100	100	100	100	100	98	100
Associate	97	97	98	98	97	97	98	99	97	97	98	96
Assistant	87	86	89	87	88	87	89	87	85	84	88	87
Instructor	38	35	59	26	41	38	66	30	36	33	53	24
Lecturer	3	3	3	*	3	3	3	*	2	2	2	*
All Ranks	89	89	91	90	92	92	94	93	80	79	85	80
CATEGORY IIB												
Professor	99	100	98	99	99	100	99	99	97	100	94	99
Associate	98	99	99	96	98	98	98	97	99	100	100	94
Assistant	87	92	83	88	88	92	84	86	87	91	82	90
Instructor	52	47	55	50	54	48	57	55	50	47	54	46
Lecturer	4	2	4	8	4	4	2	–	3	–	5	12
All Ranks	90	89	90	91	92	92	92	93	84	83	84	86
CATEGORY III												
Professor	99	100	100	82	100	100	100	91	99	99	100	*
Associate	98	98	100	80	99	99	100	73	97	97	100	89
Assistant	95	95	93	67	95	96	88	73	94	95	100	58
Instructor	64	64	74	33	60	60	83	8	68	69	67	53
Lecturer	24	24	–	–	38	38	–	–	14	14	–	–
All Ranks	93	94	93	65	95	95	94	67	92	92	91	61
CATEGORY IV												
No Rank	95	95	55	–	95	96	47	–	95	96	77	–
ALL CATEGORIES EXCEPT CATEGORY IV												
Professor	99	100	99	99	99	100	99	99	99	99	97	98
Associate	98	98	98	97	98	98	97	97	98	98	99	95
Assistant	89	90	87	87	89	89	88	86	89	91	85	89
Instructor	40	38	50	46	42	40	50	50	38	36	50	42
Lecturer	10	12	2	4	12	14	2	5	8	9	2	3
All Ranks	90	90	91	90	93	93	93	92	82	82	83	83

*Sample too small to be meaningful.
[1]Sample includes 905 institutions reporting both tenure track and tenure status information. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 11

Number of Institutions Surveyed and Number of Institutions Included in this Report, by Category and Affiliation, 1987–1988[1]

Category	Number Surveyed				Number in Tabulations			
	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
I	181	117	50	14	176 (97.2%)	117	47	12
IIA	479	278	120	81	445 (92.9%)	263	108	74
IIB	903	131	308	464	661 (73.2%)	110	204	347
III	468	353	84	31	274 (58.5%)	234	27	13
IV	566	513	30	23	411 (72.6%)	384	12	15
Total	2,597	1,392	592	613	1,967 (75.7%)	1,108	398	461

[1]The number of campuses (i.e., as opposed to number of institutions) listed in the 1987 *Education Directory, Colleges and Universities,*, U.S. Department of Education Center for Statistics, was approximately 3,300. The Directory includes institutions which do not utilize full-time faculty or whose faculty donate their time, institutions with less than five full-time faculty, and institutions which offer terminal-occupational programs which are not included for the purpose of this survey. The above number of institutions in the tabulations does not include late reports which are, nonetheless, listed in the Appendixes of this report nor 68 medical schools providing data for the preclinical departments (see Appendix III).

TABLE 12

Number of Institutions, Number and Percentage of Full-time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1987–88

Category a/o Academic Rank	No. of Insts.	No. of Faculty	Percentage of Faculty	Average Salary	Average Comp.	Average Ben.	Ben. as % Sal.	Percentage Tenured
I	176	134,701	38.8	41,780	50,810	9,030	21.6	67.
IIA	445	103,721	29.9	35,180	42,960	7,780	22.1	63.
IIB	661	58,395	16.8	30,050	36,670	6,620	22.0	54.
III	274	20,411	5.9	30,610	38,140	7,530	24.6	62.
IV	411	30,088	8.7	28,950	35,340	6,390	22.1	43.
All Combined	1,967	347,316	100.0	36,300	44,290	7,990	22.0	63.
Professor		111,187	35.0	47,400	57,470	10,070	21.2	94.
Associate Professor		87,745	27.7	35,300	43,310	8,010	22.7	80.
Assistant Professor		79,815	25.2	29,200	35,750	6,550	22.4	20.
Instructor		19,289	6.1	22,090	27,090	5,000	22.6	6.
Lecturer		6,588	2.1	25,470	31,360	6,160	24.2	3.
Other		12,604	4.0	27,640	33,780	6,140	22.2	–
All Combined (I thru III)		317,228	100.0	37,000	45,140	8,140	22.0	63.

TABLE 13

Number of Full-time Faculty in Preclinical Departments of Medical Schools, Average Salary and Average Fringe Benefits, by Type of Affiliation and Academic Rank, 1987–88[1] (Data on 12-Month Basis)

Academic Rank	No. of Faculty	Average Salary:			Average Fringe Benefits:		
		All	Public	Private	All	Public	Private
Professor	1,983	65,360	64,690	66,580	13,890	13,280	14,980
Associate Professor	1,743	49,050	49,530	48,050	10,480	10,260	10,930
Assistant Professor	1,705	37,790	38,040	37,200	7,960	7,780	8,380
Instructor	971	29,330	29,440	27,850	4,530	4,400	6,240
All Ranks Combined	6,402	48,110	46,790	51,360	9,960	9,300	11,600

[1]Sample includes 40 public and 28 private institutions reporting data for preclinical departments.

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Table MEA-FB—Comparison of Itemized Fringe Benefits, Average in Dollars and as a Percentage of Salary (Full Professor Rank and All Ranks Combined) for selected institutions, 1987–88	_____	4.00 (for each institution)

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(Institution and/or Address)

Enclosed is our check in the amount of $_____. For those requesting Table MEA, the delivery time is about four weeks after receipt of the order.

Note: For special tabulations (i.e., other than those listed above), please write Maryse Eymonerie Associates, P.O. Box 520, McLean, Virginia 22101.

EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, and (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salaries are converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Fringe Benefits. In general, the major benefits include those where the institution (or state) makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 7.15 percent of the first $43,800 of salary has been used in calculating these payments, (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) life insurance, (5) dental insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, bonuses, etc.). Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institution, see definition of categories and the explanation of ratings in Column (2) below.

Definition of Categories. The definition of categories given here is that instituted by the National Center for Education Statistics and adopted by AAUP in 1983–84. The roman numerals are used for the purpose of this report with the NCES identification given in parentheses. It should be noted that category IIC (Specialized Institutions) which was used in previous reports has been dropped. Institutions formerly classified as "IIC" are now included in other categories (depending on the level of program offerings and the number of degrees awarded). In previous years, data on earned degrees were obtained from NCES. Because these data have not been available in a timely mannner, we ask institutions to assign their own category based on the most recent information available.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions which grant a minimum of thirty doctoral-level degrees. These degrees must be granted in three or more doctoral-level programs.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first-professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which a number of doctoral-level degrees granted is fewer than thirty or in which fewer than three doctoral-level programs are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate Institutions). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. They are not significantly engaged in post-baccalaureate education. Included are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-year Institutions with Academic Ranks). These are institutions that confer at least 75 percent of their degrees and awards for work below bachelor's degree.

Category IV. The definition is the same as that of Category III but these two-year colleges do not use the standard academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's category—The definition of categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9%, 2 = 60th percentile to 79.9%, etc.). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 33.3 would stand for an average salary between 33,250 and 33,349. The All Ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage which has been rounded to the nearest unit represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined.

Col. (7) Percentage of Tenured Faculty—This percentage is that of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary is that for continuing faculty or faculty members remaining on staff in 1987–88. This figure represents an increase in salary for *individuals* as opposed to a change in salary levels for a given rank from 1986–87 to 1987–88. For the purpose of reporting this information, the institution is asked to provide the data by rank but using, in a case of promotion, the rank held in 1986–87. Therefore, the increase shown is that of individuals in a given rank during academic year 1986–87. This figure reflects both across-the-board and promotion increments.

Col. (9) Number of Full-time Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer. This policy has been adopted to protect the confidentiality of individual salaries.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (10), data are not given when the number of individuals in a given rank and/or gender is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

The data presented in this report were gathered by Maryse Eymonerie Associates which conducted a survey including 2,597 colleges and universities. Institutions that do not employ full-time faculty or have only faculty members who donate their time or had fewer then five full-time faculty members in 1987–88 were not included. The questionnaire used by Maryse Eymonerie Associates is Form MEA 22.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these points in mind.

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ALABAMA																				
Alabama Agri.&Mech. Univ.		IIA	5	4	4	5	34.6	30.8	26.3	19.6	28.6	5	4	4	5	41.4	37.0	31.7	24.1	34.5
Alabama State University		IIA	4	3	4	4	35.9	32.9	26.7	21.4	28.4	5	4	4	4	42.0	38.5	31.4	25.3	33.3
Athens State College		IIB	2	1	3		38.5	33.3	25.1	----	33.4	2	2	3		44.9	39.0	29.5	----	39.0
Auburn University- Main		I	4	4	4	4	45.6	35.9	30.6	21.6	36.0	4	4	4	5	54.4	43.2	36.7	25.6	43.1
Auburn University-Montgomery	2	IIA	3	3	3	3	40.4	33.2	27.5	23.3	30.9	3	3	4	3	47.9	39.5	32.9	28.0	36.9
Birmingham Southern College	1	IIB	2	3	2		38.4	28.8	25.9		31.1	2	2	2		47.7	36.6	32.8		39.1
Faulkner University	31	III			5		----	----	19.1	----	18.7			5		----	----	22.7	----	22.2
Huntingdon College		IIB	5	4	4		27.9	26.1	23.2	----	24.6	4	3	4		34.7	33.5	27.7	----	30.0
Jacksonville State Univ.		IIA	4	2	2	1	37.9	35.4	29.8	26.3	32.6	3	2	2	1	48.0	44.8	38.0	33.3	41.4
Judson College		IIB	5		4	5	26.8	----	22.9	17.8	22.8	5		4	5	30.6	----	26.2	20.4	26.1
Livingston University	3	IIB	4	4	5	4	30.5	24.4	20.9	18.7	23.9	4	4	4	4	36.4	29.3	25.3	22.9	28.8
Southeastern Bible College		IIB		5			----	22.6	----	----	22.8		5			----	24.8	----	----	25.2
Spring Hill College		IIB	3	2	2		35.3	31.3	25.9	----	30.7	2	2	3		43.3	38.4	29.8	----	37.0
Stillman College		IIB	5	5	5	5	25.7	21.2	20.0	16.4	17.7	5	5	5	5	29.4	24.3	23.0	19.1	20.5
Troy State University-Main	120	IIA	4	4	4	3	38.2	30.8	26.1	22.0	28.8	4	4	4	4	46.2	37.3	31.6	26.8	34.9
Troy St.U.Dothn-Ft.Rucker		IIA	5	4	2		35.1	31.2	31.0	----	31.5	4	4	2		42.6	38.0	37.8	----	38.4
Tuskegee University		IIA	5	5	5	5	31.2	26.4	23.9	19.4	25.1	5	5	5	5	36.6	31.1	28.3	23.1	29.6
University of Alabama		I	4	4	4	4	47.9	36.0	29.4	21.1	38.3	4	4	4	4	58.7	44.7	36.6	26.6	47.3
Univ. Alabama at Birmingham		I	4	5	5	4	45.1	33.8	27.9	22.6	34.0	4	4	4	3	56.2	43.1	35.9	29.6	43.2
Univ. Alabama in Huntsville	2	IIA	1	2	2	2	47.7	34.9	29.7	24.5	35.5	2	3	3	2	56.4	41.7	35.6	29.6	42.3
University of Montevallo		IIA	5	5	4	5	34.4	28.8	25.6	20.1	28.9	5	5	4	5	41.5	35.0	31.1	24.6	35.1
Univ. of North Alabama	4	IIA	3	3	3	3	40.1	33.0	27.7	22.7	32.8	4	4	4	3	47.3	39.0	32.9	27.1	38.9
University of South Alabama	32	IIA	4	4	3	2	38.5	31.2	28.5	23.5	31.2	4	4	3	3	47.5	38.8	35.1	28.8	38.5
ALASKA																				
Univ.Alaska Anchorage Coll.		III		1*	1*	1*		48.9	39.2	36.5	45.7		1*	1*	1*		64.3	51.5	47.9	60.0
Univ.Alaska-Anchorage		IIA	1	1*	1		50.7	41.4	33.4	----	41.6	1*	1*	1*		66.7	54.4	43.9	----	54.7
Univ.Alaska-Cooperative Ext.		III							----	----	----							----	----	----
Univ.Alaska-Fairbanks		IIA	1*	1*	1*	1	52.7	42.2	34.0	27.4	41.5	1*	1*	1*	1*	76.7	61.2	50.0	40.3	60.5
Univ.Alaska Southeast		IIA	1	1*	1*		51.3	43.5	35.8	----	40.7	1*	1*	1*		67.3	57.1	47.1	----	53.5
Univ.Alaska Kenai Peninsula		III		1*		1*		43.8	----	37.7	40.6		1*		1*		63.3	----	53.9	58.5
Univ.Alaska Kodiak College		III						----		----	40.4						----		----	61.0
Univ.Alaska Kuskokwim Coll.		III		1*				42.3	----	----	40.3		1*				78.8	----	----	75.2
Univ.Alaska Matanuska-Susit.		III		1*				43.0	----	----	40.9		1*				56.4	----	----	53.7
Univ.Alaska Ketchikan Coll.		III						----	----	----	39.9						----	----	----	52.4
Univ.Alaska Islands College		III						----	----		----						----	----		----
Univ.Alaska Northwest Coll.		III						----		----	----						----		----	----
Univ.Alaska Tanana Valley C.		III		1*				48.2	----	----	40.8		1*				70.0	----	----	59.1
ARIZONA																				
Amer.Grad.Sch.Internat'l Mgt		IIB	1	1	1		41.5	34.0	28.2	----	34.9	1	1	1		51.0	42.4	35.6	----	43.4
Arizona State University	1	I	3	2	3	3	51.2	39.1	32.3	24.6	41.7	3	3	3	3	60.0	46.6	38.9	30.2	49.4
Grand Canyon College		IIB	4	3	3	4	31.4	28.7	23.3	19.0	26.2	4	3	4	4	37.0	33.9	27.8	22.9	31.1
Northern Arizona University		IIA	2	2	2	2	46.5	37.2	30.2	24.7	37.3	2	2	2	2	55.9	45.4	37.4	31.2	45.5
University of Arizona	4	I	2	2	2	1	53.3	39.2	33.2	27.9	43.3	3	2	2	1	63.5	48.2	41.6	35.4	52.5
ARKANSAS																				
Arkansas College		IIB	3	2	3		35.2	30.9	25.0	----	30.0	3	3	3		40.4	35.7	29.2	----	34.7
Arkansas State Univ.-Main		IIA	4	3	4	4	38.6	32.4	26.8	21.4	29.7	4	3	3	4	47.4	40.2	33.3	26.9	36.9
Arkansas State Univ.-Beebe	1	III			3		----	----	25.7	----	25.8			3		----	----	31.9	----	31.9
Arkansas Tech University		IIB	3	3	2	3	32.6	29.1	26.2	20.8	28.2	3	3	2	2	40.1	36.0	32.5	26.1	34.8
Central Baptist College		IIB	5				20.7	----	----	----	18.9	5				25.0	----	----	----	22.8
College of the Ozarks		IIB	5	5	5	5	25.0	20.7	21.0	17.4	21.1	5	5	4	4	32.6	26.9	26.9	22.3	27.4
Hendersón State University		IIA	5	5	5	5	33.4	28.2	25.3	20.3	28.9	5	5	4	4	40.3	34.2	30.8	24.8	35.1
Hendrix College		IIB	2	2	3		36.4	30.5	25.1		30.8	2	2	2		46.0	38.6	31.2		38.8
John Brown University		IIB	3	3	3		32.9	29.2	25.0	----	28.4	3	3	3		39.7	34.1	30.0	----	33.8
Ouachita Baptist University		IIA	5	5	5	5	33.7	28.1	23.2	19.9	26.6	5	5	5	5	42.2	34.1	29.3	24.2	32.9
Southern Ark. Univ.-Main		IIB	3	2	1	3	34.5	30.7	27.5	20.2	28.4	3	2	1	3	41.2	36.8	33.1	24.5	34.2
Southern Baptist College		III				5	----	----	----	15.2	17.8				5	----	----	----	18.1	21.8
Univ. Arkansas-Fayetteville		I	5	5	5	5	43.6	33.1	28.1	20.4	35.3	5	5	5	5	52.1	39.6	33.4	24.2	42.1
Univ. Arkansas-Little Rock		IIA	3	3	3	3	42.1	34.2	28.1	22.2	31.3	3	3	3	4	49.6	40.5	33.5	26.7	37.1
Univ. Arkansas-Monticello		IIB	3	3	3	3	33.2	28.5	24.9	20.6	26.5	3	3	3	3	39.4	34.0	29.8	24.8	31.6
Univ. Arkansas at Pine Bluff		IIB	3	3	2	3	32.5	28.6	25.7	21.1	26.6	3	2	1	2	41.9	36.9	33.1	27.4	34.4
Univ. of Central Arkansas		IIA	4	4	4	4	38.3	31.8	26.5	21.2	30.2	4	4	4	4	46.4	38.7	32.2	25.9	36.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	96.	96.	60.						35	51	51	13	14	24	34	15	34.3	31.2	27.0	19.9	35.3	29.9	25.1	19.4
17.	96.	70.	57.		5.5	7.3	6.9	8.5	22	30	24	24	6	14	32	21	36.4	33.7	27.1	21.8	34.1	31.2	26.4	21.0
17.	94.	94.	55.		0.0	0.0	0.0	----	11	12	5	1	6	5	6		38.0	----	----	----	39.3	----	----	
20.	97.	86.	24.		5.5	5.9	6.4	8.5	308	292	238	32	17	37	74	59	45.9	36.2	31.6	23.4	40.0	33.6	27.5	20.6
19.	91.	90.	31.						29	42	37	10	3	16	31	17	----	33.7	28.3	23.7	----	32.0	26.6	23.0
26.	93.	96.	3.						25	13	15		5	11	17		----	28.8	26.2		----	28.8	25.7	
19.			40.		----	----	4.2	----	2	5	5	2			5	2	----	----	----	----			----	----
22.	ALL	57.	23.		2.6	4.7	4.2	----	9	5	15	1	1	2	7	1	----	----	24.2	----	----	----	21.0	----
27.	ALL	61.	39.	8.	8.3	5.2	4.8	5.3	94	10	32	36	22	8	25	42	37.9	35.9	29.4	26.4	37.8	34.8	30.2	26.2
15.	ALL		13.		4.7	----	----	----	5	1	3	3	3		5	3	----	----	----	----	----		----	----
20.	94.	67.	7.		1.6	1.8	2.9	5.1	15	14	16	2	3	7	11	7	----	24.1	21.0	----	----	24.9	20.6	----
11.					----	13.0	----	----	3	5	1	1		1	1		----	----	----	----		----	----	
21.	86.	46.	5.		5.5	6.9	8.7	----	19	10	6	1	3	3	13	2	----	----	27.5	----	----	----	25.1	----
16.	67.	90.	29.						4	7	13	5	2	3	8	6	----	----	19.8	----	----	----	20.5	----
21.	84.	88.	32.						27	36	32	14	5	21	44	18	----	31.1	27.6	21.9	----	30.3	25.0	22.1
22.	ALL	60.	24.						6	7	11		2	8	6	2	----	32.1	32.7		----	30.4	27.9	----
18.	89.	66.	36.	8.					49	38	54	17	7	12	23	23	31.8	27.4	24.8	20.0	26.8	23.5	22.0	18.9
23.	98.	81.	15.	14.	5.6	6.3	7.3	8.3	279	170	111	16	28	39	70	19	48.4	36.1	31.0	22.8	43.4	35.5	26.9	19.7
27.	98.	93.	9.	13.	7.3	5.4	6.8	6.0	73	106	68	11	9	31	37	4	45.4	34.1	29.5	----	42.8	32.9	24.8	----
19.	96.	75.	21.	11.					50	56	56	3	6	9	25	6	48.5	35.7	31.6	----	41.3	30.1	25.5	----
21.	ALL	94.	31.		0.1	0.5	6.3	14.3	31	27	21	4	8	20	15	6	34.5	30.1	27.4	----	33.8	27.1	23.0	----
18.	98.	93.	80.						52	32	36	5	8	9	24	8	40.1	33.1	28.0	----	39.6	32.6	27.4	----
24.	95.	80.	19.	37.	2.2	2.3	6.2	2.0	96	79	70	18	15	18	35	28	38.9	31.6	29.2	26.5	35.5	29.2	27.0	21.5
31.		91.	48.	56.						55	10	9		36	13	7		48.4	40.7	37.6		49.6	38.1	35.0
31.	82.	52.	8.						34	35	18	1	5	11	20	2	----	41.9	33.1	----	----	39.7	33.6	----
---											1					1			----					----
46.	76.	39.	7.						59	71	55	11	8	12	21	5	53.2	42.4	34.3	----	49.0	40.9	33.4	----
31.	57.	33.	9.						5	15	16	1	2	3	6		----	----	36.7	----	----	----	33.6	
44.		82.		50.						7	3	6		4	1	2		----	----	----		----	----	----
51.										2		1		1		2		----		----		----		----
86.		50.								6					1	1		----					----	----
31.		71.								5	1	3		2				----	----	----		----		
31.										2	1	2		2				----	----	----		----		
---										3	1			1				----	----			----		
---										1		2				1		----		----				----
45.		ALL									1	5		6					----	----		----		
24.	93.	83.	20.		5.0	5.0	5.0	----	20	26	5	1	7	9	5	4	42.4	35.0	----	----	38.8	31.3	----	----
19.	98.	92.	14.	12.					436	365	213	6	60	81	99	28	51.6	39.4	33.2	23.0	48.6	37.5	30.3	25.0
18.	55.	13.			4.4	7.2	6.3	----	15	10	5	3	5	5	19	7	----	----	----	----	----	----	----	----
22.	98.	80.	22.		1.5	1.5	1.5	1.5	128	175	69	13	4	23	48	8	----	37.3	31.3	24.6	----	36.9	28.7	25.0
21.	92.	77.	1.		7.4	8.5	10.0	8.0	606	275	197	9	37	79	73	11	53.6	39.5	33.8	32.0	48.8	38.2	31.4	24.5
16.	69.				5.1	5.8	4.8	----	12	7	8	2	4	1	5	1	----	----	----	----	----	----	----	----
24.	94.	79.	35.	15.	3.2	2.3	2.7	1.9	81	69	68	40	6	13	38	41	38.7	32.6	27.6	22.6	36.8	31.4	25.3	20.3
24.			67.			----	2.4	----		2	13	2	1		8	2		----	26.9	----	----		23.8	----
24.	89.	90.	24.		2.5	2.5	2.4	2.5	24	48	31	5	4	14	14	8	----	29.3	27.0	----	----	28.5	24.6	----
21.									6	1	3		3	2	1	1	----	----	----		----	----	----	----
30.	88.	50.			8.5	9.6	10.8	----	5	15	6	2	3	1	3	4	----	----	----	----	----	----	----	----
21.	82.	36.	13.						44	23	7	4	13	10	8	16	33.9	29.4	24.6	----	31.5	25.5	25.9	----
26.	ALL	ALL			5.6	5.9	8.7		17	19	10		2	6	7		----	31.0	25.7		----	28.8	24.2	
19.									15	13	14	3	1	3	3	1	----	----	----	----	----	----	----	----
24.					9.7	0.7	3.3	12.1	22	16	11	13	1	4	8	6	----	----	23.2	19.8	----	----	23.3	20.2
20.	95.	ALL	68.	6.					13	19	18	5	6	8	10	13	34.2	31.2	28.5	----	35.1	29.6	25.8	----
22.									1	1	4	4	1	1	1	7	----	----	----	----	----	----	----	----
19.	97.	89.	23.	7.	2.5	3.0	3.1	3.2	305	163	119	17	15	33	44	29	43.8	33.3	29.3	22.1	38.5	31.7	24.9	19.3
19.	99.	87.	33.	13.					93	93	48	9	9	29	39	14	41.9	35.0	29.1	21.9	44.1	31.7	27.0	22.4
19.	83.	84.	56.	29.					22	17	22	7	1	2	14	14	----	----	24.8	20.6	----	----	25.0	20.5
29.	91.	73.	42.	29.	2.0	2.0	2.0	2.0	24	27	29	15	9	6	23	23	32.8	28.7	26.0	20.1	31.7	27.9	25.3	21.8
21.	97.	64.	25.	9.	2.4	3.4	3.4	3.2	60	51	57	15	5	23	35	19	----	31.9	27.0	22.4	----	31.6	25.7	20.2

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
CALIFORNIA																				
Azusa Pacific University		IIA	5	5	5	5	29.6	26.2	23.5	20.2	25.6	5	4	4	3	39.6	35.6	31.9	27.3	34.7
Biola University		IIA	4	5	5	4	35.4	28.1	22.3	21.0	28.2	4	5	5	4	43.6	34.4	27.2	26.9	34.6
California Inst. of Arts		IIA									29.5									36.9
California Inst. of Tech.		I	1*	1*	1*		69.9	52.0	42.2		63.2	1*	1*	1*		85.3	62.9	51.0		77.0
California Lutheran College		IIA	4	4	4	2	37.9	29.9	25.5	25.3	31.3	3	4	4	2	48.4	37.6	31.4	30.9	39.4
Cal.St.Univ-Bakerfield	28	IIA	1	1	1	1	51.4	38.7	31.5	28.2	42.8	1	1	1	1	62.4	48.1	39.7	35.2	52.6
Cal.St.Univ-San Bernardino	28	IIA	1	1	1		50.4	38.1	31.9	----	41.4	1	1	1		61.3	47.5	40.1	----	51.1
Cal.Poly.St.U-Sn Luis Obispo	28	IIA	1	1	1	2	51.1	40.5	32.3	25.0	47.0	1	1	1	2	61.9	50.2	40.6	31.5	57.4
Cal.St.Univ-Chico	28	IIA	1	1	1		51.3	39.4	31.9	----	46.9	1	1	1		62.1	49.0	40.2	----	57.1
Cal.St.Univ-Dominguez Hills	28	IIA	1	1	1		51.3	39.4	32.4	----	47.6	1	1	1		62.2	48.9	40.6	----	58.0
Cal.St.Univ-Fresno	28	IIA	1	1	1	1	51.7	38.9	31.3	28.3	46.8	1	1	1	1	62.6	48.3	39.3	35.4	57.0
Cal.St.Univ-Fullerton	28	IIA	1	1	1	1	51.5	40.1	31.9	27.4	46.3	1	1	1	1	62.4	49.8	40.1	34.0	56.6
Cal.St.Univ-Hayward	28	IIA	1	1	1	1	51.5	40.4	31.8	28.1	46.3	1	1	1	1	62.5	50.1	39.9	35.2	56.6
Humboldt State University	28	IIA	1	1	1		51.0	39.9	31.5	----	45.9	1	1	1		61.6	49.6	39.6	----	56.0
Cal.St.Univ-Long Beach	28	IIA	1	1	1	1	51.7	40.4	32.1	28.6	45.2	1	1	1	1	62.3	50.1	40.3	35.7	55.2
Cal.St.Univ-Los Angeles	28	IIA	1	1	1		51.2	40.4	32.5	----	45.9	1	1	1		61.8	50.0	40.8	----	55.9
Cal.St.Univ-Northridge	28	IIA	1	1	1	1	51.7	40.0	32.0	28.1	46.1	1	1	1	1	62.3	49.5	40.2	35.1	56.2
Cal.Poly.St.Univ-Pomona	28	IIA	1	1	1		52.0	39.6	33.1	----	46.9	1	1	1		62.9	49.2	41.6	----	57.2
Cal.St.Univ-Sacramento	28	IIA	1	1	1		51.5	39.7	31.8	----	48.2	1	1	1		62.3	49.4	40.1	----	58.6
San Diego State University	28	IIA	1	1	1	1	51.4	40.3	33.1	27.6	45.4	1	1	1	1	62.2	49.9	41.5	34.4	55.5
San Francisco State Univ.	28	IIA	1	1	1	1	51.1	39.7	31.8	27.2	45.7	1	1	1	1	61.7	49.2	39.9	34.1	55.7
San Jose State University	28	IIA	1	1	1	1	51.6	39.9	32.5	28.3	45.2	1	1	1	1	62.1	49.4	40.8	35.2	55.0
Sonoma State University	28	IIA	1	1	1		51.4	40.4	32.2	----	48.0	1	1	1		62.0	50.0	40.5	----	58.3
Cal.St.Univ-Stanislaus	28	IIA	1	1	1		51.4	39.4	31.9	----	46.4	1	1	1		62.1	49.1	40.1	----	56.6
Chapman College		IIA	3	2	2		42.3	35.3	29.8	----	34.5	3	2	2		51.5	43.3	36.3	----	42.0
Claremont Graduate School		I	1	1*	4		59.1	44.7	30.3		50.9	1	1	4		71.7	54.8	37.3		61.9
Claremont McKenna College		IIB	1*	1*	1*		52.7	37.7	30.5	----	43.8	1*	1*	1*		65.2	47.5	37.5	----	54.3
Cogswell Polytech. College		IIB		4			----	25.1	----		25.5		4			----	28.8	----		29.3
College of Notre Dame		IIA	5	5	5		33.5	26.1	23.5	----	27.3	5	5	5		39.7	31.3	27.9	----	32.5
Fresno Pacific College		IIB									27.4									32.7
Fuller Theological Seminary		IIA	5	4	4		32.3	31.3	25.4	----	29.5	2	1*	1*		54.2	51.9	46.7	----	51.0
Golden Gate University		I	3	2	1		52.9	39.0	35.7	----	42.9	3	3	1		62.2	46.8	42.9	----	51.0
Harvey Mudd College		IIB	1*	1*	1*		57.6	43.4	34.4	----	49.4	1*	1*	1*		70.5	55.0	42.4	----	60.8
Lincoln University		IIB					----		----		14.9					----		----		17.0
Los Angeles Coll. of Chiro.	52	IIB		4	3	4	----	26.1	23.6	18.8	24.6		2	1	2	----	37.8	34.5	27.8	36.0
Loyola Marymount University	34	IIA	1	1*	2		51.1	41.7	30.4	----	41.4	1	1*	2		62.5	51.4	38.6	----	51.2
Menlo College		IIB									35.0									43.5
Mennonite Brthrn. Bible Sem.		IIB		2			----	30.8	----		30.0		2			----	38.4	----		37.5
Mills College		IIA	2	2	2		45.6	35.3	29.2		36.9	2	3	3		55.3	41.9	33.5		43.8
Monterey Inst.Intern'l Stud.		IIA	1	4	5	4	47.1	30.7	24.7	21.1	31.1	2	4	5	5	54.2	35.6	28.8	24.6	36.0
Mount St.Mary's College		IIB	2	3	2	2	35.7	29.3	25.7	21.8	27.7	3	3	3	3	40.8	33.8	29.7	25.4	31.9
Naval Postgraduate School		I	4	3	3		48.3	38.1	31.9		41.9	4	4	4		55.6	43.8	36.7		48.1
Occidental College		IIB	1*	1*	1	1*	48.5	37.3	29.6	26.7	37.7	1*	1*	1	1*	62.3	47.7	36.7	32.2	47.8
Fremont-Newark Com.Col.Dist.		III	1	1*	1	1*	43.3	40.2	34.6	33.5	39.8	1	1	1	1*	51.2	47.8	41.7	40.5	47.4
Pacific School of Religion		IIA	4				36.8	----	----		35.3	3				48.9	----	----		46.7
Pacific Union College		IIA	5	5	5	3	27.4	25.6	24.3	22.5	25.7	5	5	4	4	32.1	30.1	32.3	25.8	31.2
Pepperdine University		IIA	1	1	1		48.5	38.5	32.9	----	43.0	1	1	1		61.4	49.0	40.2	----	54.3
Pitzer College		IIB	1		2		46.6	----	27.1		43.3	1		1		57.7	----	34.3		53.7
Point Loma Nazarene College		IIB	2	2	3		37.0	30.2	24.7	----	31.2	3	3	4		40.9	33.9	26.6	----	34.3
Pomona College		IIB	1*	1*	1*		54.9	39.8	32.7	----	43.7	1*	1*	1*		67.7	48.5	39.8	----	53.5
Saint Mary's Coll. of Calif.		IIA	2	2	3		46.3	36.1	29.1		37.2	2	2	3		57.3	44.8	34.3		45.7
Santa Clara University		IIA	1*	1	1		59.1	41.0	33.7	----	41.7	1*	1	1		72.6	49.7	41.3	----	51.1
Scripps College		IIB	1	1	2		45.9	34.7	26.9	----	36.6	1	1	1		57.4	44.1	34.5	----	46.2
Southern California College		IIB	3	2	2		34.9	32.2	27.0	----	29.4	3	2	2		41.2	38.6	32.3	----	35.1
Southwestern University		IIB	1*				51.7	----	----		48.0	1*				62.3	----	----		58.3
Stanford University	1	I	1*	1*	1*		70.8	50.1	39.6		61.0	1*	1*	1*		84.3	61.7	50.6		73.7
Univ.of Calif.-Berkeley	80	I	1	1	1		64.2	42.3	36.1		55.0	1	1	1		76.6	52.6	45.7		66.4
Univ.of Calif.-Davis	80	I	2	2	1		57.9	39.0	34.3	----	46.4	2	2	1		69.5	48.8	43.8	----	57.0
Univ.of Calif.-Univ.-Wide	80	IIA	1*	1*	1*		68.3	48.3	43.0		56.0	1*	1*	1*		81.1	59.2	53.3		67.5
Univ.of Calif.-Irvine	80	I	1	2	1		60.1	40.8	36.2		47.6	1	2	1*		71.9	50.8	45.8		58.3
Univ.of Calif.-Los Angeles	80	I	1	1	1		63.0	41.0	36.2		51.2	1	2	1*		75.2	51.2	45.8		62.2
Univ.of Calif.-Riverside	80	I	2	2	2		56.6	39.6	33.5		45.6	2	2	1		68.1	49.5	42.8		56.1
Univ.of Calif.-San Diego	80	I	1	1	1		60.8	41.6	35.1		50.4	1	1	1		72.8	51.7	44.7		61.3
Univ.of Calif.-Santa Barbara	80	I	1	2	1		59.4	39.8	35.0		49.2	1	2	1		71.3	49.8	44.5		60.1
Univ.of Calif.-Santa Cruz	80	I	2	2	2		56.5	39.5	33.6		45.6	2	2	1		67.9	49.3	42.9		56.0
University of the Pacific	46	IIA	3	2	2	3	41.7	36.4	30.1	23.2	37.6	3	2	2	3	52.0	45.1	36.7	28.1	46.6
University of Redlands		IIA	3	3	1		41.7	32.4	31.4	----	36.7	3	3	1*		51.9	40.3	43.4	----	46.5
University of San Diego		IIA	1	2	2		50.6	35.0	30.5	----	40.5	1	2	2		62.0	43.7	37.9	----	50.1
University of San Francisco		IIA	1*	1*	1*	1	53.5	41.7	34.3	27.9	45.7	1	1	1	1	63.0	49.8	41.5	34.3	54.3
Univ. of Southern California		I	1	1	1	1*	61.1	43.3	36.0	36.4	47.4	1	1*	1*	1*	77.5	56.9	47.6	46.3	61.3
Westmont College		IIB	2	3	2		35.7	29.7	26.1	----	30.4	2	2	2		47.5	38.3	32.1	----	39.1
Whittier College		IIA	4	4	4	2	35.6	30.0	26.1	25.2	29.7	4	4	4	2	45.7	37.5	31.1	30.2	36.9
Woodbury University		IIA									31.1									38.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
35.	71.	12.			1.9	2.4	2.8	2.8	21	23	13	6	3	11	7	5	----	26.1	23.6	----	----	26.4	23.3	----
23.	86.	74.	12.	13.					26	44	14	5	3	13	12	3	----	28.4	22.1	----	----	27.3	22.6	----
25.																								
22.	ALL	97.							171	32	32		2	5	3		----	----	----		----	----	----	
26.	97.	77.			7.2	7.9	7.4	----	25	16	11	1	4	6	9	6	----	30.6	26.3	----	----	28.1	24.6	----
23.	96.	67.	8.						73	33	21	4	16	12	16	7	51.7	38.9	31.6	----	50.0	38.0	31.5	----
23.	86.	49.	5.						99	51	47		26	26	38	4	50.8	38.7	32.3		48.6	37.0	31.4	----
22.	92.	53.	9.						508	140	39	5	52	29	27	3	51.4	40.6	32.8	----	48.1	40.0	31.6	----
22.	94.	66.	3.						394	74	39	3	78	42	39		51.6	39.8	32.3	----	49.7	38.7	31.5	
22.	94.	48.	11.						123	25	10	1	46	15	9		51.8	40.5	32.8	----	50.2	37.5	32.0	
22.	96.	31.							430	71	35	7	85	53	45	10	51.9	39.2	31.2	28.5	50.7	38.3	31.3	28.2
22.	95.	53.	4.						350	133	41	2	87	38	34	4	51.6	40.4	32.1	----	51.2	38.9	31.7	----
22.	96.	51.	2.						239	59	26	1	61	30	37	6	51.9	40.4	32.2	----	50.0	40.2	31.4	----
22.	ALL	87.	6.						193	59	22	3	21	24	13	1	51.1	40.0	31.6	----	50.0	39.7	31.4	----
22.	95.	56.	5.						424	172	80	7	92	59	76	2	51.8	40.9	32.5	----	51.1	39.2	31.6	----
22.	98.	63.	12.						315	97	54	3	94	48	44	1	51.5	41.1	32.9	----	50.4	39.1	32.0	----
22.	96.	64.	5.						469	79	77	9	116	42	74	10	52.0	40.0	32.4	28.9	50.3	40.0	31.7	27.3
22.	97.	41.	6.						369	101	55	1	52	35	28		52.2	40.1	33.8	----	50.2	38.2	31.7	
22.	98.	47.	2.						499	83	22	3	124	52	31	2	51.8	40.7	32.2	----	50.3	38.2	31.6	----
22.	92.	72.	22.						578	209	73	13	93	101	86	15	51.6	40.6	33.9	28.0	50.3	39.5	32.5	27.2
22.	95.	49.	7.						418	99	40	20	93	69	45	10	51.3	40.4	31.7	27.0	50.3	38.6	31.8	27.7
22.	94.	45.	4.						412	159	63	8	73	71	67	7	51.8	40.5	32.5	28.3	50.7	38.6	32.5	28.3
21.	98.	72.	27.						141	29	12	1	41	17	3		51.6	40.8	----	----	50.6	39.7	----	
22.	94.	63.	4.						107	18	12		18	14	11	3	51.7	39.3	32.2		49.2	39.6	31.4	----
22.	89.	74.							21	24	32	1	7	11	13	4	42.8	35.9	30.2	----	40.9	34.0	28.7	----
22.	98.	75.			7.3	10.6	11.7		40	13	6		4	3	4		----	----	----		----	----	----	
24.	97.	94.			8.1	5.9	8.0	----	30	15	6	3	2	2	4		----	----	----	----	----	----	----	
15.					----	2.9	----		1	7	2			2			----	----	----			----		
19.	94.	14.							7	6	7	3	9	8	8	1	33.4	25.8	23.6	----	33.6	26.3	23.4	----
20.																								
73.	87.	73.							23	10	12	2		1	6		----	----	28.2	----		----	19.9	
19.	96.	55.							21	9	13	2	2	2	4		----	----	----	----	----	----	----	
23.	97.	80.	18.		7.8	9.9	13.3	----	34	10	7	2	1		4	1	----	----	----	----	----		----	----
14.					----		----		1		3		2				----		----		----			
46.					----	5.0	5.0	5.0	5	6	9	5		2	4	1	----	----	----	----		----	----	----
24.	97.	57.	12.		6.3	8.0	8.1	----	83	63	55	4	19	21	31		51.8	41.5	31.3	----	48.1	42.2	28.8	
24.																								
25.		ALL							2	6	2				1		----	----	----				----	
19.	ALL	85.			5.3	6.2	4.3		14	8	11		7	12	9		45.0	35.1	29.7		46.8	35.5	28.5	
16.									10	7	7	3	1	7	9	4	----	32.4	24.8	----	----	29.0	24.7	----
15.	ALL	67.	52.	8.					5	4	3		8	11	26	12	----	----	----		----	----	----	----
15.	88.	62.	6.		8.2	4.7	5.7		94	72	32		1	1	2		----	----	----		----	----	----	
27.	97.	94.			8.6	9.2	9.7	----	30	21	18	8	8	12	16	3	49.4	37.6	30.8	----	45.2	36.8	28.3	----
19.	ALL	ALL	ALL	68.					31	13	3	8	16	14	4	14	44.1	39.5	----	36.1	41.8	40.9	----	32.0
32.	ALL				9.2	----	----		8	1			1	1	2		----	----			----	----	----	
21.	96.	27.			3.7	3.7	3.7	3.7	39	10	10	2	6	5	18	8	27.4	----	24.4	----	27.3	----	24.3	----
26.	82.	55.	13.		3.9	4.5	5.8	----	95	59	15	1	9	15	8		49.0	39.0	33.1	----	44.2	36.1	32.6	
24.	97.				5.0	----	6.4		28	2	5		11		2		47.5	----	----		44.4		----	
10.	ALL	6.			4.8	5.0	4.7	----	25	13	7	1	5	4	11	3	----	----	31.3	----	----	----	20.6	----
23.	93.	96.							55	31	22	1	3	14	19	1	----	40.3	33.8	----	----	38.8	31.5	----
23.	96.	70.	10.		12.6	13.7	14.7		24	26	14		4	18	7		----	36.3	28.9		----	35.8	29.6	
22.	89.	87.	7.						64	86	56	1	9	19	20	1	60.3	41.7	34.0	----	50.3	37.7	32.8	----
26.	ALL	93.			7.4	7.9	10.7	----	14	6	6		6	8	7	3	45.6	34.4	26.7		46.6	34.9	27.2	----
19.	ALL	ALL	40.		3.5	13.3	3.9	----	7	10	13	4			2		----	----	----	----			----	
21.	87.				5.8	----	----		24	1	3		6	3	1		51.8	----	----		51.4	----	----	
21.	ALL	79.							503	104	131		19	26	42		71.3	50.1	40.3		58.8	49.9	37.4	
21.	98.	91.							856	198	134		80	55	61		65.0	43.0	36.8		55.9	40.1	34.5	
23.	97.	86.	46.						457	148	159	1	38	39	48		58.2	39.4	34.8	----	53.6	37.4	32.7	
21.	71.	52.							87	35	41		22	27	24		70.8	50.4	46.0		58.5	45.6	37.8	
23.	97.	94.							207	82	83		24	19	23		61.2	41.3	36.0		50.4	38.2	36.8	
22.	92.	92.							779	203	189		76	62	97		63.6	41.8	36.4		57.3	38.6	35.8	
23.	98.	99.							156	62	63		13	13	17		56.8	39.9	34.2		54.9	38.3	31.0	
22.	95.	93.							326	87	84		25	26	28		61.6	41.8	35.5		50.8	40.8	34.1	
22.	97.	94.							385	74	77		36	20	30		60.0	40.2	36.1		53.8	38.5	32.1	
23.	96.	97.							166	36	49		20	27	31		57.0	40.9	34.4		51.7	37.6	32.3	
24.	88.	46.			6.1	7.2	7.7	7.8	169	63	52	1	15	20	21	7	41.8	36.7	30.7	----	40.3	35.2	28.5	----
27.	95.	53.	14.						45	19	13		11	17	8	1	42.4	33.8	32.8		39.0	30.9	29.1	----
24.	87.	70.	4.						71	48	23	1	19	28	23		51.0	35.4	31.0	----	49.0	34.3	29.9	
19.	90.	74.	66.						90	35	27	4	15	22	14	3	53.6	41.5	33.9	----	52.9	41.9	35.0	----
29.	98.	88.	5.	10.	6.7	7.2	7.7	9.3	374	346	233	13	39	64	85	8	62.0	43.9	37.1	41.6	51.6	39.9	33.1	28.0
29.	ALL	60.			7.0	7.7	10.8	----	20	17	12	2	1	3	5	1	----	----	----	----	----	----	----	----
24.	ALL	88.	31.		2.8	3.2	3.0	2.9	21	16	10	4	1	9	16	5	----	30.9	25.8	----	----	28.5	26.2	----
22.																								

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
COLORADO																				
Adams State College		IIA	5	5	4	3	35.1	28.3	25.6	23.1	29.4	5	5	4	3	41.0	33.4	30.4	27.6	34.7
Colorado College		IIB	1	1	1		48.2	35.4	28.3	----	39.5	1	1	1		58.5	43.6	34.9	----	48.3
Colorado Mountain College	73	III	5	5	4		29.6	25.2	23.5	----	26.1	5	5	5		34.3	29.2	27.5	----	30.3
Colorado School of Mines		IIA	2	2	1		45.8	35.4	32.7	----	40.1	2	3	2		54.4	42.0	38.9	----	47.7
Colorado State University	1	I	5	4	4	5	43.8	34.5	30.0	20.6	37.5	5	5	4	5	52.2	41.2	35.8	24.6	44.7
Colorado Technical College		IIB		5			----	19.3	----	----	19.6		5			----	23.2	----	----	23.4
Denver Cons. Baptist Sem.		IIA		5			----	23.5	----		24.3		5			----	30.4	----		31.2
Fort Lewis College	1	IIB	3	3	2		34.2	28.0	26.7	----	30.5	3	4	2		39.1	32.1	30.7	----	35.0
Iliff School of Tehology		IIA	2	1			44.3	38.5	----		41.9	2	1			54.9	48.0	----		52.0
Mesa College	1	IIB	3	3	3	5	32.3	27.1	23.9	17.6	26.0	4	4	3	4	38.2	32.4	28.8	21.7	31.1
Metropolitan State College		IIB	2	2	2	3	35.7	30.6	26.2	20.1	31.5	3	3	2	3	41.3	35.8	31.0	24.1	36.7
Nazarene Bible College		III					----	----	----		22.8					----	----	----		30.6
Univ. of Colorado at Boulder		I	3	3	2	3	49.5	37.8	33.6	24.9	42.5	4	4	2	3	57.2	44.6	39.9	30.0	49.5
Univ. of Colorado-Colo.Sprgs		IIA	2	2	2	1	45.1	35.6	30.4	25.7	35.8	3	3	3	2	51.1	41.1	35.1	29.8	41.1
Univ. of Colorado at Denver		IIA	2	2	2	2	45.9	36.6	31.0	24.7	37.0	2	2	2	3	53.5	43.2	36.8	28.8	43.5
Univ. of Colorado-Hlth Sci.		IIA	1*	1*	1*		56.2	43.3	34.0		45.2	1*	1*	1*		67.8	52.8	42.2		55.1
University of Denver	140	I	5	5	5	2	43.5	32.9	28.2	25.9	35.2	5	5	5	4	43.5	32.9	28.2	25.9	35.2
University Northern Colorado	4	IIA	3	4	4	2	39.8	30.8	26.8	23.7	32.5	4	4	4	3	46.4	36.4	31.8	27.9	38.2
University Southern Colorado		IIA	4	4	3	3	37.6	31.3	27.4	23.0	32.3	4	4	4	4	43.3	36.1	31.5	26.5	37.2
Western State Coll. of Colo.		IIA	5	5	5		33.2	26.0	22.9	----	28.5	5	5	5		38.7	30.6	27.1	----	33.4
CONNECTICUT																				
Albertus Magnus College		IIB	4	4	4		31.6	26.3	22.7	----	26.0	3	4	4		38.8	31.0	27.0	----	31.0
Asnuntuck Community College		III	3			1	36.8	----	----	25.1	30.6	2			1	47.0	----	----	33.0	39.6
Central Connecticut St.Univ.		IIA	1	1	1	1	49.3	40.1	32.9	27.2	40.8	1	1	1	1	60.6	49.9	41.5	34.9	50.7
Connecticut College		IIA	2	2	4		44.8	35.6	27.0	----	35.9	2	2	4		55.2	44.8	32.4	----	44.1
Eastern Connecticut St.Univ.		IIB	1*	1*	1		48.3	38.7	29.4	----	39.3	1	1*	1*		59.9	48.6	37.6	----	49.2
Fairfield University		IIA	2	1	1		46.7	37.7	31.9	----	38.2	1	2	1		58.3	46.9	39.0	----	47.2
Greater Hartford Comm. Coll.		III	1	2	1	1	40.6	34.1	28.9	25.4	33.4	2	2	2	1	49.9	42.5	36.1	32.1	41.6
Hartford College for Women		III					----	----	----		25.2					----	----	----		30.7
Hartford Seminary		IIA									40.2									49.9
Holy Apostles Coll.&Seminary		IIB									----									----
Housatonic Community College		III	2	1	1		39.9	34.8	33.9	----	37.1	2	2	1		50.0	43.9	42.8	----	46.7
Manchester Community College	27	III	2	1	1	1	40.1	36.1	30.1	25.1	34.2	2	1	1	1	49.7	45.1	37.9	32.0	42.8
Mattatuck Community College		III	2	1	1	2	40.1	35.6	31.8	24.1	35.7	2	1	1	2	49.6	44.3	39.9	30.8	44.4
Middlesex Community College		III	1	1	1	1	40.5	36.3	32.8	25.1	35.8	1	1	1	2	50.5	45.5	40.8	31.7	44.7
Mitchell College		III			3	5			25.5	17.2	23.6			3	5			33.8	21.6	31.0
Quinebaug Valley Comm. Coll.		III					----	----	----	----	31.9					----	----	----	----	40.6
Sacred Heart University		IIB	2	2	2	2	39.2	30.2	26.3	21.9	30.1	2	2	2	2	48.9	38.0	32.7	27.5	37.7
Saint Joseph College		IIA	5	5	5	3	31.2	27.3	24.1	22.9	26.0	5	5	5	3	36.6	32.5	29.4	27.5	31.2
South Central Comm. College		III	2	2	1*	1	39.5	34.0	36.0	25.8	34.7	2	2	1*	1	48.1	39.8	47.5	31.9	42.6
Southern Conn. State Univ.		IIA	1	1	1	1	47.6	39.2	32.5	26.3	40.5	1	1	1	1	59.1	49.4	41.4	34.1	50.8
State Technical Colleges	33	III	1*	1*	1	1	45.2	40.2	34.0	28.4	38.8	1*	1*	1	1	56.5	50.8	43.5	37.0	49.1
Trinity College		IIA	1	1	3		51.1	38.3	28.3	----	40.7	1	1	3		64.5	48.4	34.2	----	51.0
Tunxis Community College		III	2	2	1	2	39.1	33.4	30.4	25.0	31.6	2	2	1	2	48.1	41.4	38.0	31.7	39.4
University of Bridgeport		IIA	1	1	1	2	49.1	39.2	32.3	24.8	41.0	1	1	1	2	60.1	49.1	39.7	29.9	50.5
University of Connecticut		I	2	1	1	1	57.9	42.8	35.2	30.6	48.4	2	1	1	1*	70.6	53.8	44.9	39.9	59.9
University of Hartford		IIA	3	3	2		42.0	34.3	29.2		32.9	2	2	2		53.6	43.8	37.2		41.8
University of New Haven		IIA	3	2	1	1	40.2	35.7	32.0	26.4	36.3	3	3	2	1	47.9	42.8	38.4	32.0	43.5
Wesleyan University		IIA	1*	2	1		53.6	37.4	31.3	----	43.9	1*	1	1		69.0	49.1	40.5	----	56.6
Western Conn. State College		IIA	2	2	1		46.5	37.6	31.3	----	39.6	2	1	1		57.5	47.2	39.9	----	49.4
Yale University		I	1*	2	3	1	67.7	40.8	32.3	29.4	50.9	1*	2	3	1	81.5	48.9	38.6	34.8	61.1
DELAWARE																				
Delaware State College	4	IIA	3	4	3	4	40.0	31.8	27.6	21.7	29.4	3	3	3	3	49.4	39.7	34.7	27.1	36.7
University of Delaware		I	2	3	4	4	53.1	37.8	30.3	21.6	39.0	2	2	3	3	67.1	48.6	39.4	29.1	50.0
DISTRICT OF COLUMBIA																				
American University	123	I	2	2	2	1	54.4	39.8	32.7	29.2	44.0	2	2	3	2	66.1	49.5	38.4	33.0	53.3
Catholic University		I	4	5	5	2	45.8	33.6	26.9	26.9	35.2	5	5	5	2	52.2	38.4	30.6	31.2	40.2
Gallaudet College		IIA	1	2	2	3	47.9	36.7	29.5	23.3	34.3	1	1	1	2	62.5	48.4	39.1	30.5	45.2
George Washington University		I	2	2	3	4	56.1	40.4	32.2	22.4	46.1	2	2	3	4	66.3	48.6	39.2	27.6	55.0
Georgetown University		I	1*	1	3	3	64.3	43.8	31.5	24.6	45.5	1*	1	3	2	78.8	54.3	38.9	31.0	56.1
Howard University		I	4	4	4	3	47.4	35.5	29.4	24.7	35.7	4	4	5	3	56.3	42.6	35.5	29.9	42.8
Mount Vernon College	4	IIB		2	3		----	31.5	25.2	----	28.0		2	2		----	37.1	30.7	----	33.6
Wesley Theological Seminary		IIB	2				37.6	----	----		34.9	3				42.7	----	----		40.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.	96.	75.	53.	9.	3.8	3.9	4.0	4.0	23	16	7	8	4	4	8	3	----	----	26.1	----	----	----	25.1	----
22.	97.	95.	6.						60	23	19	1	4	14	14	1	----	35.8	28.5	----	----	34.7	28.1	----
16.					7.1	5.0	11.2	----	11	15	4	2	2	5	3	1	----	----	----	----	----	----	----	----
19.	92.	82.	3.		5.0	5.0	5.0	----	93	43	23	5		8	6		----	35.9	32.7	----		32.6	32.7	
19.	97.	84.	28.						415	218	150	6	18	37	55	10	44.0	34.9	30.4	20.5	38.7	32.5	29.0	20.6
19.									2	11	5	1		2			----	----	----	----		----		
28.		83.							5	6	4				1		----	----	----				----	
15.	ALL	77.	42.		2.1	2.0	2.0	----	55	24	23	2	9	11	8	1	34.7	28.4	27.6	----	31.3	27.0	24.0	----
24.	8.	ALL							11	4	1		1	2			----	----	----		----	----		
20.	ALL	83.	58.	17.	5.5	5.0	4.4	7.4	39	26	20	13	4	9	13	16	----	27.0	24.3	20.2	----	27.5	23.4	15.4
17.	99.	84.	49.	18.	3.2	4.6	5.0	4.9	114	68	46	5	22	26	24	6	35.8	30.8	26.6	----	35.0	30.0	25.5	----
34.					----	----	----		3	4	2		1		3		----	----	----		----		----	
17.	94.	69.	7.	6.					411	188	128	11	16	53	52	5	49.7	38.2	33.8	----	42.4	36.3	33.2	----
15.	98.	76.	8.						40	32	31	6	3	6	17	7	----	36.2	30.9	27.7	----	32.6	29.4	24.0
18.	85.	61.	2.		5.3	5.4	5.0	4.4	78	94	63	11	10	23	28	5	46.5	37.3	31.6	----	41.4	33.9	29.7	----
22.	ALL	94.	70.						13	14	5			2	5		----	----	----			----	----	
0.	95.	89.	11.		4.0	5.2	7.4	4.6	118	93	46	5	14	25	29	2	44.2	33.1	29.2	----	37.2	32.3	26.5	----
18.	91.	81.	28.	3.					137	97	55	15	22	29	57	21	40.2	30.8	27.4	24.4	37.4	30.9	26.2	23.2
15.	93.	91.	58.		5.2	4.9	5.8	----	57	44	23	7	3	9	15	1	----	31.9	28.6	----	----	28.7	25.5	----
17.	98.	88.	58.		2.7	4.6	4.6	----	41	16	15	2	3	1	4	3	----	----	----	----	----	----	----	----
19.	83.	56.	17.		----	8.0	----	----		4	5	1	6	5	1	2		----	----	----	----	----	----	----
29.	83.			14.					4	5	2	2	2		3	5	----	----	----	----	----		----	----
24.	97.	90.	56.	11.					123	97	72	9	21	32	38	9	49.5	40.1	33.1	27.3	47.8	40.0	32.6	27.2
23.	98.	87.	7.		6.6	6.7	8.7	----	28	27	21	1	19	11	20	3	45.6	35.3	27.9	----	43.6	36.4	26.0	----
25.	ALL	95.	13.						39	30	21	1	7	11	17		48.2	39.0	30.4	----	49.1	37.7	28.1	
24.	98.	75.	53.		9.9	7.0	5.3		47	51	39	2	8	14	23	2	46.9	37.9	32.4	----	45.4	37.2	31.0	----
24.	ALL	88.	50.						16	4	4	6	4	4	2	9	----	----	----	25.1	----	----	----	25.6
22.					----	----			2	2			2	1	1		----	----			----	----	----	
24.																								

26.	ALL	ALL	ALL						23	3	6	3	7	3	1	1	40.2	----	----	----	38.9	----	----	----
25.	98.	93.	47.	4.					35	9	11	8	12	5	8	16	40.8	----	31.2	25.0	38.0	----	28.5	25.1
24.	ALL	94.	62.						21	10	8	2	11	7	5	6	40.8	37.2	----	----	38.8	33.4	----	----
25.	ALL	93.	60.		10.1	10.9	11.9	10.8	13	10	5	3	5	5	5	3	----	----	----	----	----	----	----	----
31.			10.	ALL			7.8	7.8			14	1			6	5			26.2	----			23.9	----
27.									4	1	3	1	1	2		3	----	----	----	----	----	----		----
25.	86.	58.	3.		7.0	7.0	10.7	----	14	30	21		8	13	19	6	39.3	30.8	26.4		38.9	28.7	26.1	----
20.	ALL	84.			5.7	4.4	6.3	5.1	4	8	8	2	3	17	17	5	----	26.0	24.9	----	----	27.9	23.8	----
23.	ALL	ALL	ALL	13.	10.0	9.5	6.9	11.0	8	8	2	5	7	2	4	3	41.0	----	----	----	37.7	----	----	----
26.	99.	89.	56.	20.					127	74	60	4	40	44	52	6	48.0	39.3	32.6	----	46.4	38.9	32.2	----
27.	96.	94.	59.	22.	20.9	18.2	25.2	15.9	52	60	61	7	3	9	15	2	----	40.4	34.2	----	----	39.1	33.3	----
25.	92.	97.			5.9	8.0	7.3		55	21	23		6	10	13	1	51.6	39.1	28.7		46.0	36.6	27.5	----
25.	ALL	88.	56.						7	3	4	8	6	5	5	6	39.8	----	----	25.0	38.2	----	----	25.0
23.	98.	88.	33.	8.	6.1	6.2	6.0	5.5	76	67	22	5	15	16	23	8	49.0	40.4	33.2	----	49.5	34.1	31.5	----
24.	97.	83.	26.	14.	8.2	47.8	9.2	7.8	503	256	121	4	51	80	75	3	58.4	43.5	35.6	----	52.3	40.3	34.5	----
27.	89.	86.	15.		6.0	7.6	8.8		55	90	67		2	12	33		----	34.6	29.3		----	32.3	28.9	
20.	93.	58.	11.						66	26	30	3	2	7	5	4	----	36.2	----	----	----	34.1	----	----
29.	96.	98.			8.8	9.3	12.9		116	30	40	3	15	12	28		54.2	38.1	31.2	----	49.3	35.7	31.5	
25.	99.	70.	43.						55	47	23	1	19	20	17	3	46.7	38.1	30.1	----	45.8	36.6	33.1	----
20.	99.	26.			6.6	9.2	9.2	7.9	365	90	141	8	24	36	79	2	68.0	41.5	33.6	----	64.3	39.1	30.2	----
25.	ALL	60.	52.		3.0	3.2	3.2	3.5	21	20	23	9	5	10	29	23	----	32.2	27.6	23.2	----	31.0	27.5	21.1
28.	99.	96.			6.5	7.3	7.9	7.6	256	222	148	16	19	74	103	26	53.5	38.3	31.5	23.7	47.1	36.5	28.6	20.4
21.	98.	84.	10.		8.7	8.8	7.0	10.2	142	79	68	8	27	23	33	6	54.6	40.1	33.6	30.5	53.2	38.8	30.9	27.4
14.	96.	77.	16.		5.9	5.7	6.0	----	101	92	58	3	10	31	52	4	46.4	33.6	27.5	----	39.8	33.5	26.2	----
32.	ALL	58.	36.	11.	10.6	4.7	5.8	12.7	43	38	20	12	16	29	44	34	48.8	38.0	30.2	25.3	45.5	35.0	29.1	22.5
19.	95.	67.	13.		6.9	7.8	7.6	13.5	256	120	49	10	27	45	38	19	56.7	41.0	33.5	23.3	51.2	38.5	30.6	22.0
23.	89.	81.	21.	4.	5.8	6.5	6.6	7.7	145	122	92	6	13	37	65	18	64.3	43.3	32.4	25.3	64.3	45.2	30.2	24.4
20.	96.	88.	16.		8.1	7.9	7.3	6.1	207	192	106	25	34	104	90	49	47.5	35.9	30.1	25.0	46.8	34.7	28.7	24.5
20.		ALL	27.		----	6.0	6.6	----		3	6	1	2	4	9			----	26.0	----	----	----	24.7	
15.	ALL								13	1	1		1	2	1		----	----	----		----	----	----	

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
FLORIDA																				
Barry University		IIA	4	4	3	4	38.3	31.5	27.6	21.7	30.8	4	4	4	4	44.6	36.6	32.0	25.4	35.8
Bethune-Cookman College		IIB	5	5	5	5	25.4	22.5	19.5	17.5	20.7	5	5	5	5	29.4	25.9	21.9	19.6	23.5
Eckerd College		IIB	2	2	2		38.4	30.8	26.0		32.2	2	2	2		47.8	38.3	32.1		40.0
Florida Atlantic University		IIA	2	3	2	2	45.7	34.0	30.3	24.1	37.5	2	3	2	2	55.7	42.2	37.5	30.0	46.1
Florida Internat'l Univ.	1	IIA	2	2	2	3	45.0	35.3	30.9	22.2	35.0	2	2	1	3	57.7	44.7	39.0	28.3	44.4
Florida Southern College		IIB	3	4	3	4	32.0	26.8	23.4	19.3	25.9	4	4	3	3	38.4	32.4	28.5	23.9	31.4
Florida State University		I	4	4	4	4	46.7	34.1	30.2	22.7	39.0	4	4	4	4	56.9	42.1	37.6	28.3	47.9
Jacksonville University		IIB	4	5	5		29.5	23.3	21.0	----	25.0	4	5	5		35.2	28.3	24.7	----	29.9
Manatee Community College	124	III	3	4	4	4	34.3	27.4	24.4	19.9	27.0	3	4	4	4	43.4	34.9	31.2	26.2	34.5
Miami-Dade Community College		III	4	4	4	5	32.8	27.6	23.3	18.7	28.4	4	4	4	4	41.4	35.1	29.9	24.3	36.1
Nova University		I	2	3	4	3	55.3	38.0	29.7	24.7	38.7	2	4	4	3	65.5	45.4	35.7	30.0	46.2
Palm Beach Atlantic College		IIB	3	2	1	1	32.8	32.9	28.5	24.4	30.2	4	2	2	2	37.6	37.5	32.6	28.0	34.5
Rollins College		IIB	1	1	2		42.7	33.3	27.1	----	35.1	1	2	2		51.5	40.1	31.1	----	41.9
St.John Vianney College Sem.		IIB					----		----	----	24.9					----		----	----	29.3
Stetson University	115	IIA	2	3	3	5	46.0	32.5	28.9	18.4	36.0	1	3	3	5	58.1	40.3	35.6	22.5	44.8
University Central Florida	1	IIA	2	2	2	4	43.4	35.2	29.8	21.9	35.1	2	2	2	3	53.8	43.8	37.2	27.7	43.7
University of Florida		I	2	2	1	2	53.9	40.9	34.5	25.5	42.0	2	2	1	2	65.9	50.9	43.1	32.2	52.0
University of Miami	41	I	3	4	4	2	50.2	37.0	30.6	26.7	40.3	3	3	4	2	63.0	46.4	37.3	32.7	50.4
University of South Florida		IIA	3	3	2		39.8	32.4	29.3	----	33.0	3	3	2		50.2	41.1	37.3	----	41.9
University of South Florida	40	I	4	4	5	3	46.6	34.7	29.2	24.0	37.3	4	4	4	3	57.1	43.0	36.3	30.1	46.1
University of Tampa		IIB	3	3	3		33.0	28.2	24.7	----	28.0	3	3	3		39.7	33.2	28.5	----	33.1
University of West Florida		IIA	3	3	3	2	42.1	33.4	28.4	24.5	34.7	3	3	3	2	50.9	40.6	34.6	30.0	42.2
GEORGIA																				
Agnes Scott College		IIB	1	1	2		40.7	33.1	26.7	----	33.3	2	2	2		49.3	40.1	32.5	----	40.3
Albany Junior College	2	III	4	3	2		32.9	29.4	27.4	----	29.1	4	3	2		41.3	37.2	34.7	----	36.7
Armstrong State College	2	IIB	2	2	1		39.4	31.9	27.5	----	31.5	1	2	1		49.5	40.0	34.6	----	39.6
Atlanta Christian College		IIB	5				24.9	----			23.9	5				30.1	----			29.0
Atlanta Junior College	2	III		3	3		----	29.7	27.0	----	29.2		3	3		----	37.3	34.0	----	36.8
Augusta College		IIA	3	3	3	4	41.4	32.8	27.9	21.6	32.5	3	3	3	4	51.2	40.8	34.9	26.7	40.4
Berry College	3	IIB	1	2	2	3	39.9	32.0	25.5	20.7	31.1	2	2	2	2	48.9	39.2	31.5	25.9	38.3
Brenau College		IIB	2	4	4		35.9	26.0	22.8	----	25.4	3	4	4		41.0	30.5	26.7	----	29.6
Brunswick Junior College	2	III		2	3	3	----	33.3	26.8	23.0	28.1		2	2	2	----	42.1	34.3	29.6	35.8
Clayton Junior College		III	3	3	2	2	36.7	30.4	28.1	24.8	29.2	3	3	2	2	45.7	38.0	35.3	31.3	36.7
Columbia Theological Sem.		IIA	5				32.8	----	----		30.6	4				44.4	----	----		42.5
Columbus College	2	IIA	4	3	3	3	38.5	32.9	29.0	23.2	33.9	3	3	2	3	47.9	41.2	36.3	28.3	42.3
Covenant College		IIB	4	3	4		31.6	27.4	21.8		28.5	4	3	4		37.5	33.6	26.9		34.3
DeKalb College	2	III	2	2	2	3	37.6	33.7	28.0	22.4	30.2	2	2	2	3	47.1	42.3	35.4	28.6	38.1
Emanuel County Junior Coll.	1	III			2		----	----	27.3	----	27.5			2		----	----	35.0	----	35.3
Floyd College	2	III	2	4	3	4	37.7	27.8	25.5	21.3	28.9	2	4	3	3	47.5	35.3	32.4	27.4	36.6
Fort Valley State College	2	IIB	1	1	1	2	40.4	33.5	27.9	23.0	30.9	1	1	1	1	50.7	42.3	35.5	29.5	39.1
Gainesville Junior College	2	III	3	4	3	4	36.8	28.1	26.2	21.8	27.8	3	4	3	3	45.8	35.2	32.9	27.5	34.8
Georgia College	2	IIA	4	4	3	3	37.1	30.1	27.4	22.2	30.7	4	4	3	3	47.2	38.6	35.4	29.0	39.3
Georgia Institute of Tech.	2	I	2	2	1*		55.0	40.5	36.9	----	45.6	3	2	1*		65.0	50.4	45.8	----	55.2
Georgia Southern College	2	IIA	3	3	4	4	39.8	33.5	26.0	21.1	29.7	3	3	4	3	49.9	42.2	33.1	27.1	37.6
Georgia Southwestern College	1	IIA	4	3	3		37.6	33.5	28.0	----	32.7	3	2	2		48.3	43.2	36.4	----	42.3
Georgia State University		I	3	3	3	4	52.1	38.2	31.3	23.0	40.8	3	3	3	4	63.2	47.2	38.9	28.9	50.1
Interdenominat'l Theol. Ctr.		IIA	2	5			43.2	27.8	----	----	30.5	3	5			50.5	33.1	----	----	36.1
Kennesaw College	2	IIB	1	1	1*	5	45.8	35.8	29.9	18.1	33.7	1	1	1*	4	56.1	44.5	37.4	23.0	41.9
Macon Junior College	2	III	3	3	3	4	36.1	31.0	26.4	21.3	27.8	3	3	3	3	45.4	39.4	33.6	27.3	35.3
Mercer University-Entire	42	IIA	3	4	4	3	40.7	30.9	26.2	22.3	31.4	3	4	4	4	49.1	37.5	31.9	26.9	38.1
Oglethorpe University		IIB	2	3	2		36.0	27.5	25.9		31.9	3	4	2		42.1	32.5	30.6		37.5
Paine College	1	IIB		5	5	5	----	21.1	19.1	2.4	7.6		5	5	5	----	24.1	21.9	2.9	8.8
Savannah State College	2	IIB	1	1	1	2	40.3	33.6	27.5	23.1	32.7	1	1	1	1	50.4	42.3	34.9	29.5	41.2
Shorter College		IIB	4	4	4	4	30.9	24.7	22.0	19.4	24.0	4	5	4	4	35.5	28.3	25.1	22.4	27.4
South Georgia College	2	III		2	3	4	----	33.3	26.4	20.4	27.6		2	3	4	----	41.8	33.4	26.2	34.9
Southern Technical Institute	1	IIB	2	1	1		37.4	33.0	28.8	----	32.1	2	1	1		47.3	41.5	36.2	----	40.4
Thomas College		III					----	----	----		18.9					----	----	----		21.5
University of Georgia		I	3	4	4	5	51.9	36.4	30.3	20.4	39.3	3	4	3	5	63.2	45.4	37.9	25.5	48.6
Valdosta State College		IIA	3	3	3	3	40.4	33.8	28.9	23.1	32.6	3	3	2	2	50.5	42.4	36.4	29.5	41.0
Wesleyan College		IIB		4	2		----	26.4	25.4	----	26.5		4	2		----	31.6	30.9	----	32.0
West Georgia College		IIA	3	4	2	4	40.2	32.1	29.2	21.4	33.4	3	3	2	3	50.2	40.1	36.9	27.0	41.8
HAWAII																				
Chaminade Univ. of Honolulu		IIB	4	5	5	5	28.8	24.1	20.1	17.3	22.4	4	4	5	5	34.0	29.3	24.1	20.9	26.8
Hawaii Loa College		IIB		4	4		----	24.6	21.3	----	23.8		4	4		----	28.9	25.3	----	28.3
Univ. of Hawaii at Manoa	9	I	3	3	3	3	49.4	37.9	31.0	23.6	40.2	3	3	3	3	59.7	46.4	38.2	29.4	49.0
Univ. of Hawaii at Hilo	9	IIB	1	1	1		41.9	33.6	28.2	----	32.4	1	1	1		51.1	41.3	34.9	----	39.8
Univ. of Hawaii-West Oahu	9	IIB					----	----	----		32.3					----	----	----		39.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.					9.2	7.0	8.8	7.9	14	26	23	4	13	26	21	7	38.0	32.2	28.8	----	38.5	30.8	26.2	----
14.	43.	15.	7.		4.2	3.7	4.3	4.1	16	13	24	14	5	7	17	14	----	23.0	19.7	17.3	----	21.5	19.3	17.7
24.	97.	89.	54.		6.0	6.7	6.3		29	13	20		3	5	8		----	----	26.4		----	----	25.0	
23.	95.	83.	22.	13.	5.7	5.0	6.1	6.8	141	86	51	11	9	22	38	5	46.0	34.6	32.0	----	40.8	31.9	28.0	----
27.	93.	79.	10.		4.7	6.3	6.7	5.4	113	152	97	17	15	52	64	32	45.3	35.7	32.4	22.9	42.2	34.3	28.5	21.9
21.	35.	14.							17	26	23	5	3	3	20	1	----	----	24.2	----	----	----	22.5	----
23.	93.	89.	3.		4.8	6.6	8.2	5.7	416	218	119	9	47	87	69	13	47.3	34.9	31.5	18.6	41.2	31.9	27.9	25.5
19.	98.	81.	13.						31	23	19	2	10	4	12	1	29.2	----	20.3	----	30.3	----	22.1	----
28.	97.	96.	73.	19.					24	13	7	12	9	15	8	14	34.2	29.3	24.6	19.9	34.7	25.9	24.2	19.8
27.	ALL	98.	64.	18.					208	160	57	17	74	127	61	27	33.2	28.2	23.8	19.0	31.7	26.9	22.8	18.5
19.	64.	4.							19	19	12	2	3	5	9	4	----	----	29.8	----	----	----	29.5	----
14.									7	9	8	3	3	4	5	4	----	----	----	----	----	----	----	----
19.	90.	78.	7.		4.3	4.9	6.8	----	47	44	19	1	5	23	10	2	----	34.2	27.5	----	----	31.6	26.3	----
18.									1		3				1	1	----		----				----	----
25.	97.	86.	11.		6.8	6.4	7.0	9.4	57	23	28	6	7	12	10	6	46.6	32.7	31.0	18.2	41.2	32.0	23.1	18.7
24.	98.	89.	41.						122	142	94	14	8	28	39	15	43.7	35.7	30.5	23.0	39.2	32.8	27.9	20.9
24.	94.	83.	8.		13.3	21.2	18.6	8.2	887	611	449	35	66	128	143	62	54.6	41.6	35.4	28.8	44.5	37.7	31.4	23.6
25.	95.	75.	5.		5.1	5.6	5.7	5.9	260	164	91	6	27	40	38	11	50.7	37.3	31.4	29.1	44.8	35.5	28.9	25.4
27.	92.	82.	13.						44	49	39	1	7	19	28	4	39.8	33.8	30.6	----	39.7	28.8	27.5	----
23.	95.	80.	10.						336	265	128	20	38	90	68	30	46.9	35.3	30.0	23.6	44.2	32.9	27.6	24.2
18.	97.	78.	3.		5.9	11.9	7.7	----	25	28	22	2	4	9	11	2	----	28.6	25.8	----	----	26.6	22.5	----
21.	97.	91.	43.						60	68	20	6	5	18	17	7	----	34.0	29.0	24.8	----	31.5	27.7	24.3
21.	86.	90.	11.		5.1	7.1	8.5	----	10	11	8	1	12	10	11	2	42.3	33.6	25.6	----	39.4	32.6	27.6	----
26.	ALL	74.	50.						8	11	8		2	12	16	1	----	29.9	28.7		----	29.0	26.7	----
26.	95.	80.	60.						35	14	24	2	2	6	39	3	----	31.8	27.7	----	----	32.3	27.3	----
22.									6	1				1			----	----				----		
26.		ALL	83.						4	15	6			15	6	2	----	29.5	26.4			29.8	27.5	----
24.	5.	9.	65.	ALL	4.7	5.1	4.5	5.0	31	32	25	6	7	15	24	6	42.1	33.6	28.1	21.6	38.3	31.1	27.7	21.6
23.	74.	65.	21.						24	19	22	1	3	1	12	5	----	----	26.2	----	----	----	24.2	----
17.					5.5	5.2	----	----	7	8	15		1	12	21	1	----	29.6	24.3		----	23.6	21.8	----
27.		64.	41.	9.					1	6	10	4	2	5	7	7	----	----	27.5	----	----	----	25.9	----
25.	ALL	96.	47.						9	16	9	9	6	10	10	18	40.9	29.8	29.0	27.9	30.5	31.2	27.2	23.3
39.	ALL								14	4	2		2	1	1		----	----	----		----	----	----	
25.	96.	87.	29.		5.0	4.5	8.2	5.0	56	44	19	1	14	18	19	6	39.0	33.0	29.5	----	36.3	32.7	28.6	----
20.	59.	17.			2.8	3.0	3.2		17	6	7						----	----	----					
26.									12	45	28	14	12	40	30	30	37.9	34.2	29.5	24.1	37.4	33.0	26.6	21.6
28.			50.							5	7	3	1		1			----	----	----	----		----	
27.	ALL	92.	43.		4.5	4.4	4.3	----	9	6	6	1	4	6	8	6	----	28.5	26.6	----	----	27.2	24.7	----
27.	90.	81.	49.	50.					16	18	23	6	5	8	24	10	----	34.0	29.7	23.8	----	32.3	26.2	22.6
25.	ALL	88.	45.		4.4	5.1	7.3	----	5	9	9	3	4	7	11	6	----	28.3	27.1	----	----	27.8	25.5	----
28.	70.	69.	15.						32	30	29	3	8	24	17	6	37.8	30.5	28.3	----	34.1	29.5	25.9	----
21.	91.	78.	8.		5.4	3.7	4.2	----	231	161	107	1	3	14	17	3	----	40.9	37.5	----	----	36.2	33.2	----
27.	89.	77.	43.						78	78	79	24	5	23	76	50	----	33.9	26.9	20.7	----	32.2	25.1	21.3
29.	97.	94.	29.		4.0	4.0	4.0	----	31	26	21	3	7	7	14	2	37.4	34.1	28.6	----	38.2	31.3	27.0	----
23.	97.	88.	18.		4.5	4.5	5.5	4.4	239	185	102	12	33	66	83	25	52.4	38.8	32.1	22.6	49.6	36.5	30.2	23.1
19.	ALL	25.							6	7	3	2		1	2	1	----	----	----	----		----	----	----
24.	74.	63.	21.						32	42	43	13	10	29	41	8	47.6	35.9	30.8	16.9	39.9	35.7	29.0	20.0
27.	87.	94.	41.						10	13	14	7	5	5	18	14	----	----	26.1	21.9	----	----	26.7	21.0
21.	95.	71.	19.		9.3	8.5	11.4	12.0	64	58	47	6	10	18	32	19	41.3	31.5	26.9	24.4	36.7	28.7	25.1	21.6
18.	95.	56.	29.						15	7	5		5	2	2		----	----	----		----	----	----	
16.		33.	23.		----	2.8	3.2	4.6	3	10	17	6	1	2	9	99	----	----	20.1	17.7	----	----	17.4	1.5
26.	97.	79.	23.						29	24	24	2	5	15	15	7	----	35.0	29.4	----	----	31.4	24.6	----
14.	88.	79.	20.		5.4	5.4	3.5	----	6	10	13	5	2	4	7	1	----	----	23.3	----	----	----	19.7	----
27.		82.	36.						1	10	7	4	2	1	7	7	----	----	26.1	----	----	----	26.6	----
26.	ALL	63.	15.		4.4	4.5	4.8	----	31	35	44	2	2	6	11	2	----	33.4	28.7	----	----	30.6	29.0	----
14.					----	----	----		2	1	4			1			----	----	----			----		
23.	96.	91.	9.		4.1	4.7	4.9	3.8	559	460	315	36	28	84	141	52	52.0	36.8	31.2	20.6	48.9	34.5	28.4	20.2
26.	86.	58.	30.						52	49	67	9	13	10	38	9	41.4	33.8	29.7	23.4	36.1	33.6	27.4	22.9
21.		42.							2	9	7	2	3	3	7	3	----	----	26.8	----	----	----	23.9	----
25.	90.	93.	29.		4.0	4.1	4.8	4.9	65	55	34	8	14	14	22	10	40.8	32.2	29.2	21.8	37.7	31.4	29.3	21.0
20.	ALL	41.	9.						10	8	14	4	1	9	8	6	----	23.5	20.3	----	----	24.6	19.8	----
19.		64.	20.		----	9.9	10.3	----	3	8	6		1	3	9	2	----	----	22.2		----	----	20.6	----
22.	96.	76.	15.	14.	5.7	6.6	6.9	7.0	378	231	142	9	35	71	106	42	49.9	38.2	31.5	23.4	44.5	36.8	30.3	23.6
23.	93.	87.	12.		6.3	6.5	8.4	----	29	39	23	2		6	19	2	----	33.9	28.5	----		32.0	27.9	----
23.					----	6.8			4	4	1		1	1			----	----	----		----	----		

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I D A H O																				
Boise State University		IIA	4	4	4	3	36.0	30.9	27.1	22.8	30.9	4	4	4	3	43.6	37.5	33.0	27.9	37.5
College of Idaho		IIB	3	3	4		32.6	28.0	22.1	----	28.6	4	3	4		38.3	32.9	26.0	----	33.6
College of Southern Idaho		III	5	5	4	4	28.8	26.1	23.7	20.4	25.7	5	4	4	4	35.1	31.9	29.0	25.3	31.4
Idaho State University	43	IIA	4	4	4	2	36.9	30.8	26.4	24.9	29.6	4	4	4	2	44.5	37.3	32.0	30.3	35.8
Lewis-Clark State College		IIB	3	3	3		33.1	27.8	24.5		28.4	3	3	3		40.0	33.7	29.8		34.4
Northwest Nazarene College		IIB									24.5									30.3
University of Idaho		I	5	5	4		40.7	32.3	29.6	----	35.2	5	5	4		48.9	38.9	35.9	----	42.4
I L L I N O I S																				
Augustana College		IIB	1	1	3	2	40.8	33.9	25.3	22.0	32.2	1	1	2	2	50.1	41.0	31.0	27.0	39.4
Aurora University		IIB	3	3	1		32.5	28.1	27.5	----	28.6	3	3	2		38.7	33.1	31.1	----	33.2
Black Hawk College	51	III	2	3	4	3	37.0	30.5	24.8	22.6	28.8	3	4	4	4	42.2	35.2	28.9	26.5	33.3
Blackburn University		IIB									26.4									31.5
Bradley University		IIA	3	3	3	4	40.7	32.6	28.0	21.4	33.2	3	4	3	4	49.0	39.2	33.4	25.2	39.8
Chicago Sch. of Prof. Psych.		IIB	-								30.8									35.9
Chicaco State University		IIA	5	5	5	4	33.8	28.5	24.9	21.3	27.8	5	5	5	5	37.0	31.3	27.5	23.6	30.6
Chicago Theological Seminary		IIA					----	----	----		34.8					----	----	----		44.0
Christ Seminary-Seminex		IIB	2				35.7	----			35.2	3				41.0	----			40.5
College of DuPage		III	1*	1	1	1	43.9	37.8	31.5	25.1	37.9	1	2	2	2	50.4	43.9	37.0	30.1	43.9
Concordia College	27	IIB	4	4	4		30.6	24.4	21.6	----	25.4	4	4	4		37.8	30.7	27.5	----	31.8
DePaul University		IIA	1	2	1	2	48.7	37.6	32.1	24.6	37.5	1	2	2	2	59.3	46.2	38.6	29.5	45.7
Eastern Illinois University		IIA	5	5	4	4	35.0	29.3	25.8	20.5	29.3	5	5	5	5	38.9	32.7	28.9	23.2	32.7
Elmhurst College		IIB	2	2	2		38.6	31.7	26.2	----	30.7	2	2	2		48.7	39.4	31.6	----	37.9
Eureka College		IIB		4	4		----	25.8	21.5	----	23.7		4	4		----	31.5	25.8	----	28.7
Garrett-Evangelical Theo.Sem		IIA	4	3			38.3	32.9	----	----	35.7	4	4			45.4	39.0	----	----	42.4
Governors State University		IIA									32.9									37.3
Illinois Benedictine College		IIA	5	5	4		35.3	29.1	26.3		31.0	4	5	4		42.5	33.9	30.7		36.6
Illinois Central College		III	3	3	3	2	36.7	31.	26.9	24.2	32.7	4	4	4	3	41.7	35.7	31.2	28.3	37.4
Illinois College		IIB	3	2	4		34.9	30.5	23.2	----	29.5	3	2	4		42.1	37.5	27.3	----	35.5
Illinois Institute of Tech.		I	3	3	3	2	51.1	38.1	31.9	25.1	39.0	3	3	4	3	60.9	46.1	36.9	29.3	46.4
Illinois State University		IIA	3	3	4		39.7	32.4	27.1	----	32.0	4	4	5		43.8	35.9	30.2	----	35.5
Illinois Wesleyan University		IIB	2	2	2	1	39.6	30.2	26.6	23.6	30.4	1	2	2	2	51.0	38.0	32.5	27.0	37.9
Judson College		IIB	4		4		31.0	----	22.8	----	26.1	3		3		38.7	----	28.2	----	32.3
Knox College		IIB	2	2	3		38.4	30.3	24.1	----	32.2	1	2	3		49.7	38.3	29.0	----	40.8
Lake Forest College		IIB	1	1	1		44.5	36.3	27.5	----	35.4	1*	1*	1		60.9	47.6	33.9	----	46.4
Lewis University		IIA	5	5	5	3	33.2	27.5	24.4	22.7	28.1	5	5	5	4	39.2	32.5	28.0	26.1	32.9
Lincoln Christian College		IIB	5		5		23.8	----	19.4		21.8	5		5		27.3	----	22.6		25.3
Loyola Univ. of Chicago		I	3	2	3	1	50.0	39.0	31.8	31.4	39.4	3	3	3	1	59.6	46.9	38.6	37.5	47.4
Lutheran School.Theol-Chicgo		IIA	4				37.1	----	----		34.6	4				45.6	----	----		42.6
McKendree College		IIB	3	3	2		33.3	27.2	26.5	----	28.6	3	3	2		39.9	32.6	31.1	----	34.0
MacMurray College		IIB	5	5	5		27.7	23.1	20.1	----	22.8	5	5	5		33.0	27.0	22.6	----	26.4
MacCormac College	140	III		5	5		----	21.5	20.4	----	20.7		5	5		----	21.5	20.4	----	20.7
Meadville Theol.Sch Lombard		IIA					----	----			----					----	----			----
Mennonite College of Nursing		IIB				2		----	----	21.7	22.0				3		----	----	25.2	25.5
Millikin University		IIB	1	1	2	2	40.9	33.0	26.1	22.1	31.2	1	1	2	2	49.9	40.9	31.3	26.1	38.0
Monmouth College		IIB	2	2	3		36.0	30.4	23.6	----	28.8	2	2	3		43.2	37.4	28.1	----	34.7
Moraine Valley Comm. College		III	2	3	3	3	39.3	31.7	26.2	22.8	32.3	2	3	3	3	47.7	39.4	33.1	29.3	40.0
Nat'l Coll. of Chiropractic		IIB	3	3	4	2	32.	27.5	22.9	21.7	26.0	3	3	3	2	38.7	32.9	28.1	26.5	31.5
National College of Educ.	49	IIA									27.9									32.7
North Central College		IIB	2	2	1		39.0	31.2	27.6	----	31.1	2	2	2		47.3	36.9	31.9	----	36.6
North Park College		IIB	4	4	4		30.9	26.7	22.3	----	26.3	4	4	5		35.8	30.5	24.2	----	29.8
Northeastern Illinois Univ.		IIA	5	5	4		33.2	28.9	25.9	----	29.5	5	5	5		36.8	32.2	29.0	----	32.8
Northern Illinois University		I	5	5	5	5	43.2	33.9	27.7	17.7	32.4	5	5	5	5	47.6	37.6	30.9	20.1	35.9
Northwestern University		I	1	1	1*		61.0	41.0	37.0		50.4	1	2	1		73.8	50.4	43.0		60.7
Olivet Nazarene College		IIB	5	5	4	4	28.0	23.8	21.1	19.1	23.7	4	4	4	3	35.3	30.3	27.1	24.7	30.1
Parks Coll.of St.Louis Univ.		IIB	1	2	1*	1	40.0	31.9	29.9	24.7	32.1	2	2	1	2	46.0	36.4	34.0	27.9	36.6
Principia College		IIB	2	3	2	3	36.5	29.4	26.5	19.9	29.4	2	3	2	3	44.3	36.2	32.8	25.2	36.2
Quincy College		IIB	4	4	4		28.4	26.1	21.1	----	25.0	4	4	4		34.3	30.9	25.5	----	29.9
Ray College of Design	50	IIB				4				19.7	19.7				4				21.6	21.6
Richland Community College		III	4	3	3		31.1	29.6	25.5	----	28.6	5	4	4		35.5	34.3	29.3	----	33.0
Rockford College		IIB	4	4	3		30.3	25.9	23.3	----	26.5	4	4	4		35.3	30.3	26.9	----	30.9
Roosevelt University		IIA	5	5	4	4	33.8	28.7	27.2	21.9	29.9	4	4	3	4	42.9	37.0	33.9	26.1	37.9
Rosary College		IIA		5	4		----	27.9	25.9	----	27.1		5	4		----	34.1	30.5	----	32.6
Saint Xavier College		IIB	3	3	3	2	35.0	29.4	24.4	21.5	27.5	3	3	3	2	40.4	34.6	29.8	26.7	32.8
Sangamon State University		IIA	4	3	3		38.2	34.4	29.0	----	34.0	4	4	4		42.5	38.4	32.6	----	37.9
Sauk Valley Community Coll.		III	3	3	3	2	34.1	30.2	25.2	23.3	28.9	4	4	4	3	41.0	36.6	31.3	28.5	35.2
School Art Inst. of Chicago		IIB	2	2	2		37.0	31.0	25.4		29.4	2	2	3		46.3	38.6	30.4		35.9
Seabury-Western Theol. Sem.		IIA					----	----		----	27.3					----	----		----	36.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	95.	64.	25.		9.7	9.0	9.1	9.2	118	84	36	4	13	29	29	5	36.2	31.6	28.5	----	34.8	28.9	25.4	----
17.	ALL	71.			14.3	----	26.1	----	17	6	6	2	2	1	3		----	----	----	----	----	----	----	
22.					7.1	8.2	7.6	9.1	23	12	19	7	12	7	5	6	28.8	25.5	----	19.9	28.9	27.1	----	21.1
21.	97.	82.	9.	60.	9.3	11.2	10.5	8.3	84	49	65	70	7	23	37	24	37.1	31.5	26.7	25.8	34.5	29.2	25.7	22.4
21.	90.	44.							19	8	16		2	10	7		----	28.1	25.0		----	27.5	23.4	
24.																								
20.	94.	81.	15.		9.9	10.2	9.2	----	205	111	100	4	10	28	25	1	40.7	32.6	29.8	----	39.6	30.9	29.1	----
22.	97.	97.	9.						31	29	18	5	5	6	16	8	----	33.9	25.6	----	----	33.9	25.0	----
16.	17.								11	17	13	3	1	13	13		----	30.1	27.1	----	----	25.4	27.9	
15.			7.	8.	5.0	6.3	7.2	8.4	22	32	24	11	9	22	22	15	38.0	31.8	25.5	21.3	34.6	28.7	24.0	23.6
19.																								
20.	94.	78.	28.	9.					68	79	46	6	4	14	23	5	----	33.1	29.5	----	----	30.0	25.0	----
17.																								
10.	ALL	71.	22.						79	35	35	13	30	35	30	19	34.0	28.7	24.4	21.0	33.2	28.3	25.4	21.5
26.					----		----		4	1	2			2	1		----	----	----			----	----	
15.	ALL				7.8	----			11	3			1				----	----			----			
16.	ALL	98.	68.		5.7	7.1	10.3	10.3	74	35	28	4	16	14	19	15	43.9	38.1	32.8	----	43.8	37.1	29.7	----
25.	93.	70.	12.		1.0	1.5	1.2	----	23	24	18		5	9	8	2	----	23.9	21.6		----	25.7	21.6	----
22.	98.	91.	19.	3.	5.7	12.2	7.9	9.9	90	117	68	19	14	45	35	21	49.0	38.4	32.4	24.3	46.7	35.5	31.5	24.9
12.	ALL	72.	25.		0.2	0.2	0.7	3.6	161	107	81	40	25	37	51	30	35.3	29.9	26.5	21.8	32.8	27.4	24.6	18.9
23.	ALL	96.	38.		5.3	5.2	4.8	----	26	17	23	2	2	6	22	3	----	31.8	26.4	---	----	31.4	26.0	----
21.		55.							3	9	14		2	2	8	1	----	----	23.3		----	----	18.5	----
19.	86.	17.			4.6	3.7	----	----	12	3		1	2	3	1		----	----		----	----	----	----	
14.																								
18.	96.	45.			2.5	2.8	4.9		18	17	15		8	12	5		34.9	28.4	----		36.2	30.0	----	
15.	ALL	ALL	94.	60.	4.0	4.4	4.7	4.5	75	43	8	8	21	22	10	7	37.1	31.5	29.4	24.3	35.2	30.2	24.9	24.0
20.	ALL	85.			5.2	5.3	10.0	----	14	12	5	3	1	1	3	2	----	----	----	----	----	----	----	----
19.	96.	86.			6.2	8.2	9.5	8.5	72	91	43	25	2	11	13	5	----	38.3	32.9	----	----	36.8	28.4	----
11.	96.	81.	22.						229	160	140	2	43	48	73	1	40.0	32.6	27.2	----	38.3	31.7	26.8	----
25.	ALL	95.	35.		6.5	6.6	7.6	6.4	26	30	21	4	1	7	25	6	----	30.9	27.3	----	----	27.2	26.1	----
24.	ALL				9.1	----	10.8	----	6	4	10	1	1	1	3		----	----	----	----	----	----	----	
27.	ALL	90.			6.7	7.6	8.6		32	14	11	2	1	6	5	1	----	31.1	----	----	----	28.5	----	----
31.	ALL	89.			9.0	9.2	10.8	----	27	14	16	1	3	4	11	4	----	----	28.0	----	----	----	26.8	----
17.	90.	61.	4.		10.2	10.2	9.0	8.1	25	18	16	4	6	10	7	6	33.2	28.1	24.6	----	33.3	26.4	24.0	----
16.	ALL		63.		5.0	----	5.0		7	4	5				3		----	----	----				----	
20.	99.	89.	29.	8.	5.2	5.8	6.1	9.2	132	154	108	16	19	67	63	8	50.5	39.3	32.7	32.8	46.2	38.2	30.3	28.6
23.					4.1	----	----		8	4	1			1	1		----	----	----			----	----	
19.	92.	78.	23.						11	7	7	1	1	2	6	3	----	----	26.4	----	----	----	26.6	----
16.	ALL	77.	11.						11	12	10	1	2	1	8	3	----	----	19.0	----	----	----	21.5	----
0.									1	5	2	2	1	1	5	2	----	----	----	----	----	----	----	----
---.					----	----			2	1							----	----						
16.														1	3	10						----	----	----
22.	91.	76.	25.		6.9	13.8	9.5	11.9	23	27	16	8		7	16	3	----	33.4	26.9	----		31.4	25.4	----
20.	ALL	67.	30.		2.2	2.9	2.1	----	15	10	15	2		2	5	1	----	----	----	----		----	----	----
24.	ALL	ALL	96.	71.	8.0	8.1	8.5	7.7	40	32	24	3	16	22	23	4	39.4	31.7	26.7	----	39.0	31.8	25.6	----
21.	67.	13.			0.6	0.4	2.8	1.5	10	8	11	7	2		5	2	----	----	----	----	----		----	----
17.																								
18.	94.	50.	16.		6.3	7.3	8.2	----	15	19	20	4	3	5	11	1	----	----	27.1	----	----	----	28.4	----
13.	ALL	88.	33.		5.5	5.5	5.5	----	13	11	4		3	6	11	3	----	27.4	----		----	25.3	----	----
11.	ALL	84.	37.						120	39	53		47	29	48	2	35.2	29.8	27.1		28.2	27.7	24.6	----
11.	96.	85.	21.		0.1	0.0	0.0		295	241	166	48	35	65	87	96	43.6	34.9	28.2	18.0	39.9	30.9	26.6	17.5
20.	99.	82.	2.		8.6	7.7	8.3		406	162	150		28	48	47		61.3	41.8	37.9		56.6	38.3	34.1	
27.	91.	82.	28.		3.1	3.7	3.0	----	20	19	9	4	2	9	16	4	----	24.2	21.6	----	----	23.0	20.9	----
14.	77.	65.	19.		5.0	5.0	5.0	5.0	13	20	15	6			1	3	----	----	----	----			----	----
23.	76.	57.							17	8	8	9	4	6	6	2	----	29.8	27.2	----	----	28.9	25.5	----
20.	ALL	96.							12	20	12		1	3	4	1	----	----	----		----	----	----	----
10.												6				6				21.3				18.1
15.	ALL	92.	33.		6.9	7.1	----	----	9	11	4	1	7	2	2	4	31.0	----	----	----	31.2	----	----	----
16.	95.	62.	6.						17	14	9	1	2	7	8		----	27.3	23.8	----	----	23.2	22.7	
27.	94.	69.	33.		8.4	8.2	9.9	----	43	34	24	4	11	14	12	3	34.5	30.2	28.1	----	31.1	25.0	25.3	----
20.		88.	50.		----	4.5	6.8	----	2	12	11	1	1	12	9		----	29.0	28.3	----	----	26.7	23.0	
19.	ALL	76.	5.		5.3	5.5	5.8	5.8	13	19	12	1	7	27	28	13	34.3	30.4	24.6	----	36.4	28.8	24.3	----
12.	94.	74.	20.						33	51	22	1	3	18	13		----	35.0	30.9	----	----	32.6	25.9	
22.	ALL	94.	64.	13.	7.0	7.0	7.4	7.0	11	15	7	5	3	3	7	3	----	----	26.3	----	----	----	24.1	----
22.	ALL	ALL			8.9	8.5	6.6		17	18	5		6	12	9		37.2	30.8	----		36.2	31.4	----	
33.									4	2						2	----	----						----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ILLINOIS (CONTD)																				
Southern Ill.Univ-Carbondale		I	5	5	5	3	43.8	33.7	28.1	23.8	33.1	5	5	5	4	48.2	37.3	31.3	26.7	36.6
Southern Ill.Univ-Edwardsvle		IIA	3	3	3	3	39.2	33.1	28.4	22.9	33.2	4	4	4	4	43.3	36.7	31.7	25.7	36.8
Trinity Christian College	27	IIB	3	3	2		33.5	29.5	26.9	----	28.8	3	3	2		39.2	34.8	31.8	----	34.0
Trinity College		IIB		4	4		----	24.6	21.3	----	23.6		5	5		----	28.2	24.4	----	27.3
Trinity Evangelical Div.Sch.		IIA	4	3	3		37.9	32.4	28.3	----	33.4	4	4	4		43.4	36.4	32.4	----	38.1
University of Chicago		I	1	1	1	2	64.2	41.9	35.4	26.9	52.4	1*	1	1	2	78.6	51.4	43.4	32.9	64.2
Univ. of Illinois-Urbana		I	2	3	2		53.8	37.8	33.6	----	44.7	4	4	4		59.2	42.0	37.4	----	49.4
Univ. of Illinois-Chicago		I	3	4	3	3	51.8	36.4	31.5	23.5	39.2	4	5	5	4	57.0	40.4	35.1	26.5	43.4
Western Illinois University	26	IIA	4	4	3	5	36.0	31.6	27.7	17.5	30.5	5	5	4	5	39.9	35.2	30.9	20.0	33.9
Wheaton College		IIA	4	3	3		38.7	33.6	29.0		34.6	4	3	2		47.6	41.9	36.9		43.1
INDIANA																				
Anderson College		IIB	4	3	3	3	30.8	27.7	23.3	20.8	26.7	4	3	3	2	36.9	33.4	28.5	25.8	32.4
Ball State University		I	5	5	5	5	40.8	33.4	26.8	18.4	31.7	5	5	5	5	49.9	40.9	32.9	22.4	38.8
Butler University		IIA	4	4	4	4	37.9	31.6	26.0	21.5	31.5	4	4	4	4	46.5	38.9	31.1	25.1	38.3
Calumet College of St.Joseph		IIB	5				22.4	----	----	----	19.6	5				28.8	----	----	----	24.2
DePauw University		IIB	1	1	2		42.4	33.2	26.4		34.9	1	1	2		53.8	41.7	32.4		43.8
Earlham College		IIB	2	3	2		39.6	29.2	26.8		34.7	1	2	2		51.6	36.7	32.3		44.4
Fort Wayne Bible College		IIB		5	5		----	20.5	18.5		19.9		5	5		----	24.3	21.9		23.7
Franklin College of Indiana		IIB	5	4	3		28.1	25.1	24.1	----	25.5	5	4	3		33.0	29.5	28.3	----	30.0
Goshen College	14	IIB	5	5	4		27.2	24.1	21.9		24.9	4	4	3		35.5	31.8	28.3		32.6
Hanover College		IIB	1	2	2	2	41.1	30.3	26.6	22.1	32.1	1	2	2	3	50.2	36.5	30.8	25.3	38.4
Huntington College		IIB	3	3	3	3	34.6	29.4	24.6	20.3	26.5	3	3	3	3	40.9	34.7	29.4	24.4	31.5
Indiana State University	2	I	5	5	5	5	40.3	32.0	26.1	18.2	32.9	5	5	5	5	50.9	40.6	32.0	21.0	41.2
Indiana Univ.-Bloomington		I	3	4	3		51.7	36.2	30.9	----	41.8	3	3	3		64.5	46.0	39.4	----	52.5
Indiana Univ.-East		III		3	4		----	30.5	24.5		25.4		3	3		----	39.3	31.6		32.7
Indiana-Purdue U.-Fort Wayne		IIA	3	3	4	5	40.8	32.6	25.8	19.1	30.6	3	3	4	5	51.1	41.4	32.4	21.6	38.5
Indiana Univ.-Indianapolis		IIA	1	2	3		47.0	35.1	28.9	----	34.3	1	2	2		59.3	44.7	37.1	----	43.7
Indiana Univ. at Kokomo		IIB	2	2	1		37.2	31.8	27.5		29.8	2	1	1		47.7	40.6	35.3		38.1
Indiana Univ.-Northwest		IIA	2	3	4		45.4	33.8	27.0	----	32.5	2	2	3		57.2	43.1	34.7	----	41.4
Indiana Univ. at South Bend		IIA	3	3	5		39.5	33.6	24.9		33.4	3	3	4		50.0	42.8	32.1		42.5
Indiana Univ.-Southeast		IIA	4	4	5		39.0	30.4	25.1		31.5	3	4	4		49.4	38.9	32.3		40.1
Manchester College		IIB	3	4	3		32.4	26.8	23.7	----	27.8	3	4	3		39.6	31.7	28.0	----	33.3
Marion College	114	IIB	5	5	5	5	26.2	22.7	18.6	15.3	21.3	5	5	5	5	32.4	28.4	23.7	20.1	26.8
Oakland City College		IIB	5	5	5		21.3	19.7	18.6	----	19.3	5	5	5		26.0	23.0	21.8	----	22.9
Purdue Univ.-Main Campus		I	2	3	3	4	55.1	38.6	32.3	21.0	42.5	2	3	2	5	67.8	48.1	39.6	24.0	52.3
Purdue University-Calumet		IIA	3	3	3	3	41.9	33.7	28.2	22.6	32.8	3	3	3	4	52.6	42.3	34.6	25.4	40.6
Purdue University-No.Central		III	2	2	3		38.2	32.6	25.3		30.1	3	3	4		44.3	38.1	29.3		35.0
Rose-Hulman Inst. of Tech.		IIA	2	1	1		44.8	39.2	31.8		40.9	2	1	1		56.4	48.7	39.7		51.2
Saint Joseph's College	128	IIB	4	4	4		30.1	26.6	23.0	----	26.1	3	3	3		38.6	34.5	30.1	----	33.8
Saint Mary's College		IIB	1	1	2	2	41.9	34.0	26.1	22.0	30.5	1	1	2	2	52.3	43.2	33.0	26.5	38.4
Saint Meinrad College		IIB		3	2		----	27.0	27.2		27.6		4	2		----	32.3	32.2		32.5
Saint Meinrad Sch.of Theol.		IIA					----	----	----		30.6					----	----	----		34.2
Taylor University		IIB	4	4	4		28.6	25.9	22.5	----	25.6	4	3	3		38.4	35.0	29.3	----	34.2
University of Evansville	4	IIA	5	4	4		34.8	30.0	27.0	----	30.7	5	4	4		41.7	36.2	32.8	----	37.1
University of Indianapolis		IIA	4	4	5	2	36.2	30.3	24.8	23.7	28.2	4	4	5	3	43.9	36.4	29.6	27.1	33.7
University of Notre Dame		I	1	1	1	1*	60.7	42.4	35.8	38.9	47.5	1	1	2	1*	73.3	51.7	42.2	44.3	57.2
Univ. of Southern Indiana		IIA	4	4	3	3	38.2	32.2	27.8	22.1	31.2	3	3	3	3	48.0	40.7	33.6	27.5	38.8
Valparaiso University		IIA	3	4	4	4	40.2	31.7	27.3	20.4	32.0	4	4	4	5	47.0	36.7	31.6	23.3	37.2
Vincennes University		III	4	4	5	4	33.2	27.3	22.7	19.5	26.5	3	4	4	4	43.3	35.5	29.1	25.0	34.3
Wabash College		IIB	1	1	1		46.9	35.2	27.9		38.3	1	1	1		59.0	43.2	33.7		47.6
IOWA																				
Briar Cliff College		IIB	4	4	3	3	29.9	26.1	23.4	20.7	24.9	4	4	3	2	36.2	31.9	28.9	25.8	30.6
Buena Vista College		IIB	2	2	2		35.9	30.5	25.4	----	29.5	3	3	3		41.6	35.9	29.8	----	34.4
Central University of Iowa		IIB	2	2	2		38.0	32.1	26.2	----	31.1	2	2	2		47.5	39.2	30.9	----	37.9
Clarke College		IIB	4	4	5	2	28.2	26.9	20.6	21.7	23.1	4	4	5	2	33.4	32.3	24.8	26.2	27.7
Coe College		IIB	2	3	4		36.1	28.6	22.9	----	29.6	2	3	4		42.9	34.2	27.6	----	35.4
Cornell College		IIB	2	2	3		38.7	30.3	24.5	----	31.4	2	3	3		48.4	35.8	29.5	----	38.5
Dordt College		IIB	4	3	3	2	30.5	27.0	23.9	23.3	26.9	3	3	2	1	40.9	35.9	31.8	30.7	35.8
Drake University		IIA	4	4	4	3	37.9	30.9	26.0	22.8	32.8	4	4	4	3	44.4	36.5	31.0	27.4	38.6
Ellsworth Community College		III	5	5	5		29.2	24.6	21.4	----	26.4	5	5	5		35.8	30.6	26.9	----	32.6
Faith Baptist Bible College		IIB					----	----	----	----	24.3					----	----	----	----	29.0
Graceland College		IIB	5	5	5	4	25.3	22.7	20.0	18.5	22.8	5	5	4	3	30.9	28.2	25.1	23.6	28.2
Grinnell College		IIB	1*	1	1	1*	48.3	34.5	29.0	26.4	37.5	1	1	1	1*	59.7	42.5	35.6	32.5	46.2
Iowa State University		I	4	4	3	4	48.7	37.0	31.0	21.0	38.1	3	3	3	4	59.6	46.1	38.8	26.8	47.2
Iowa Wesleyan College	PNA	IIB																		
Kirkwood Community College	10	III	5	5	4	4	29.3	24.2	23.2	21.3	25.4	5	5	5	5	29.3	24.2	23.2	21.3	25.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
11.	96.	91.	22.	16.	1.9	2.0	1.9	2.8	255	229	268	37	19	36	89	25	44.1	33.9	28.7	25.4	39.8	31.8	26.3	21.6
11.	99.	93.	27.	28.	-0.0	0.1	0.4	0.2	172	99	72	10	23	32	28	30	39.5	33.7	29.4	27.2	36.9	31.3	25.9	21.5
18.	43.	44.							6	8	5	2	1	1	5	1	----	----	----	----	----	----	----	----
16.		57.	13.		----	7.8	7.9	----	4	5	6	2		2	2	1	----	----	----	----		----	----	----
14.	67.	38.			5.0	4.9	5.7		15	8	9	1					----	----	----	----				
23.	ALL	77.							421	128	118	30	30	34	33	10	64.8	42.2	36.2	27.6	56.2	40.9	32.4	24.7
10.	ALL	97.	3.		0.7	1.1	1.1	----	921	452	334	2	58	95	93	1	54.3	38.4	34.3	----	46.3	35.1	31.0	----
11.	99.	95.	13.	46.	0.5	0.8	0.8	-0.6	331	316	202	12	58	103	126	12	52.5	36.6	33.1	24.1	47.6	35.7	28.9	22.9
11.	99.	88.	25.		0.0	0.0	0.0	0.0	192	131	91	28	33	34	45	38	36.5	32.0	28.0	17.9	33.1	30.3	27.1	17.3
24.	92.	56.							51	46	22		8	11	10		38.6	33.8	29.3		38.9	32.8	28.3	
21.	96.	69.	36.						25	21	11	8	3	8	11	3	----	27.3	24.2	----	----	28.7	22.4	----
22.	97.	73.	32.	8.	4.2	5.7	5.8	4.7	274	119	143	33	47	37	114	109	41.0	33.8	27.8	19.1	39.7	32.2	25.5	18.1
22.	97.	87.	29.	11.	3.3	4.1	4.0	3.5	50	36	29	3	8	10	22	6	38.0	31.8	27.2	----	37.3	30.6	24.5	----
23.	ALL				7.6	----	----	----	7	3	5	2	1				----	----	----	----	----			
26.	ALL	96.	23.		5.0	6.1	6.0		52	34	24		3	14	16		----	34.3	26.3		----	30.6	26.6	
28.	ALL	67.	15.		8.9	9.9	10.9		35	6	10		8	3	10		41.0	----	26.9		33.2	----	26.7	
19.		67.			----	0.2	1.0		2	4	10		1	2	2		----	----	----		----	----	----	
17.	ALL	75.							13	9	11	1	3	3	9		----	----	24.3	----	----	----	23.8	
31.	93.	56.	8.						26	17	8		2	15	5		----	24.7	----		----	23.3	----	
20.	ALL	87.	17.		6.5	6.6	7.5	9.4	24	18	9	7	1	5	3	5	----	----	----	----	----	----	----	----
19.	ALL	ALL	33.		17.9	19.5	25.2	13.4	5	7	6	5	1	1	6	3	----	----	24.5	----	----	----	24.6	----
25.	98.	82.	40.	4.	4.8	5.3	4.9	4.5	242	108	98	16	40	34	92	34	40.6	32.3	27.2	19.0	38.8	30.9	25.0	17.9
26.	96.	81.	3.		4.7	5.8	5.7	----	545	236	174	2	51	98	84	1	52.2	37.3	32.1	----	45.7	33.6	28.3	----
29.		83.			----	9.5	11.4		4	4	5			2	7		----	----	----			----	----	
26.	ALL	93.	28.		4.6	4.6	5.8	7.7	38	84	68	4	6	23	42	4	41.4	33.1	26.8	----	36.8	30.9	24.2	----
27.	98.	85.	27.		4.8	4.2	2.7	----	125	154	96		18	72	88	1	47.5	36.5	31.2		43.5	32.1	26.4	----
28.	ALL	88.	22.		6.7	5.5	7.1		7	17	7		2	8	11		----	31.6	30.8		----	32.3	25.4	
27.	94.	77.	5.		7.1	6.2	5.2	----	16	41	20		2	15	21	1	----	34.5	28.4		----	31.7	25.7	----
27.	ALL	88.	16.		5.0	5.2	0.2		34	58	13		5	8	12		----	33.9	24.4		----	31.5	25.4	
27.	ALL	85.	5.		5.8	5.9	7.0		26	25	7		7	8	12		39.1	30.9	28.4		38.8	29.0	23.1	
20.	96.	89.	18.		4.8	5.0	5.4	----	25	13	9	4	2	5	8	1	----	----	24.2	----	----	----	23.1	----
26.	67.	33.			0.0	0.0	0.0	0.0	11	11	10	3	4	7	14	3	----	23.0	18.7	----	----	22.3	18.4	----
19.	88.		10.						5	3	7	3	3	4	3	2	----	----	----	----	----	----	----	----
23.	99.	94.	12.	5.	6.2	6.4	8.8	8.6	536	357	286	33	24	64	113	33	55.5	39.2	34.2	23.0	47.1	35.1	27.7	19.1
24.	ALL	90.	18.		4.7	5.7	6.0	6.3	38	57	47	5	6	31	31	8	42.0	35.4	29.3	----	41.2	30.5	26.6	----
16.	89.	96.	29.				5.6	----	8	17	16		1	8	12		----	34.3	26.8		----	29.0	23.4	
25.	96.	66.			6.9	5.6	5.7		43	28	9		2	1	5		----	----	----		----	----	----	
30.	ALL	94.	38.						11	12	11	1		4	5		----	----	----	----		----	----	
26.	ALL	82.	28.	17.	4.1	4.4	4.2	----	14	18	28	3	8	10	39	3	42.8	34.5	26.5	----	40.3	33.1	25.8	----
18.			33.		----	----	4.3		3	7	5				1		----	----	----				----	
12.					----	----	----		4	2	2			1			----	----	----			----		
33.	ALL	81.	23.						27	32	14	2	4	4	8	3	----	----	22.6	----	----	----	22.5	----
21.	98.	94.	49.						50	40	22	1	7	11	23	1	35.1	30.2	29.1	----	32.8	29.0	25.0	----
20.	93.	52.	8.		6.5	7.0	7.9	----	10	18	15	2	4	13	23	8	----	30.6	23.0	----	----	29.7	26.0	----
20.	ALL	93.	5.		7.6	6.3	7.4	6.0	208	176	122	6	9	14	36	1	60.7	42.5	36.4	----	60.7	41.8	33.5	----
24.	ALL	82.	32.		4.6	4.7	4.6	3.8	28	29	27	10	5	4	11	5	----	----	28.5	----	----	----	26.2	----
16.	97.	88.	22.	18.	6.0	7.0	7.7	4.1	60	63	41	5	3	15	33	6	----	32.4	27.9	----	----	28.8	26.6	----
29.	ALL	97.	26.		5.3	5.6	7.7	7.2	64	55	53	28	29	22	51	13	33.8	28.0	25.0	20.0	31.9	25.5	20.4	18.6
24.	ALL	95.			6.4	7.1	9.5	----	31	19	15			3	4		----	----	----			----	----	
23.	ALL	80.							12	7	16	2	2	3	9	8	----	----	22.4	----	----	----	25.1	----
17.	86.	69.	7.						20	10	21	1	2	3	6	4	----	----	25.8	----	----	----	24.2	----
22.	ALL	96.	31.		6.0	6.1	5.9	6.2	20	14	17	4	2	9	9	1	----	32.6	26.5	----	----	31.1	25.7	----
20.	ALL	71.	29.						1	4	3	8	6	3	14	7	----	----	----	24.6	----	----	----	18.2
20.	ALL	92.	41.						21	20	9		2	4	8	1	----	----	23.4		----	----	22.3	----
23.	ALL	89.			9.9	7.8	9.0	----	28	7	18	1	3	2	8	1	----	----	24.3	----	----	----	25.2	----
33.	ALL	50.	7.		3.6	3.9	3.1	4.0	22	12	13	10	2	2	1	3	----	----	----	----	----	----	----	----
18.	95.	81.	12.		4.0	4.0	4.0	4.0	103	38	20	6	6	16	21	12	38.4	31.1	28.0	26.5	30.4	30.5	24.0	21.0
24.									27	11	4	2	4	4	2	2	----	----	----	----	----	----	----	----
19.									5		3	1		1	1		----		----	----		----	----	
24.	96.	80.	27.		6.7	8.4	6.8		20	11	9	1	4	4	2	6	----	----	----	----	----	----	----	----
23.	ALL	94.			6.5	8.3	14.3	15.5	36	23	22	1	3	8	8	5	----	34.6	29.0	----	----	34.3	29.0	----
24.					11.9	12.0	12.8	8.3	454	258	220	59	33	72	111	85	49.0	37.8	32.8	21.7	45.8	34.1	27.6	20.5
0.					10.0	10.0	10.0	10.0	47	23	21	16	23	8	23	16	30.6	24.9	24.5	21.8	26.5	22.3	22.0	20.8

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I O W A (CONTD)																				
Loras College		IIB	3	4	3	4	32.3	26.8	23.6	19.2	27.1	3	3	4	5	39.4	32.7	27.6	21.2	32.6
Luther College		IIB	2	3	3	2	35.9	27.2	23.9	21.5	29.3	2	3	3	2	45.1	33.8	29.1	25.7	36.3
Marshalltown Comm. College		III	5	5	5		29.8	24.5	21.7	----	25.4	5	5	5		36.1	30.1	27.0	----	31.2
Marycrest College		IIB		5	4		----	24.0	21.9	----	22.4		4	4		----	28.8	25.6	----	26.4
Morningside College		IIB	4	5	4	3	28.6	23.9	21.3	20.5	24.1	4	4	4	3	36.1	29.4	25.7	24.0	29.7
Northwestern College		IIB	4	4	4		29.2	24.7	22.1	----	24.7	4	4	4		37.7	31.3	27.8	----	31.5
Palmer College of Chiro.		IIA	4	4	5	5	36.9	30.4	24.1	19.8	27.7	5	5	5	5	41.1	30.7	24.4	20.1	29.0
Saint Ambrose University		IIB	4	3	3		31.4	29.1	24.9	----	28.1	4	2	2		38.3	37.1	30.9	----	34.6
Simpson College		IIB	2	3	2	1	37.0	29.7	27.0	23.4	30.5	2	2	2	2	45.1	36.7	33.0	27.6	37.0
University of Dubuque		IIB	4	4	3		28.6	26.7	23.4	----	26.4	5	4	4		32.6	30.5	27.0	----	30.2
University of Iowa		I	3	3	2	1	51.0	38.7	32.8	27.5	43.0	3	3	2	1	62.0	48.1	40.6	34.3	52.8
University of Northern Iowa		IIA	3	3	2	2	41.8	34.2	29.2	24.0	33.0	3	3	3	3	51.5	42.4	36.0	29.1	40.6
Waldorf College		III	5	5	5		26.4	23.5	20.6	----	22.6	5	5	5		33.0	28.5	25.2	----	27.8
Wartburg College		IIB	3	3	3		33.8	28.7	23.6	----	28.5	2	3	3		43.4	34.4	29.0	----	35.4
Wartburg Theol. Seminary		IIB	4				31.0	----	----		28.0	4				36.9	----	----		32.5
Westmar College		IIB			5		----	----	20.4	----	21.4			5		----	----	23.9	----	25.0
William Penn College		IIB	5	4		3	27.4	24.5	----	20.9	24.1	5	4		3	32.6	29.2	----	25.1	28.8
K A N S A S																				
Baker University		IIB	5	4	5		27.9	25.3	20.5	----	23.4	5	5	5		32.0	28.7	23.2	----	26.7
Benedictine College		IIB	4	4	5	5	29.1	24.3	20.6	17.8	22.8	5	5	5	5	31.7	28.1	22.7	19.6	25.3
Bethany College		IIB	4	4	4		30.0	24.9	22.4	----	25.0	4	4	4		36.6	30.7	26.6	----	30.2
Bethel College		IIB	5	5	5		25.6	23.8	19.5	----	23.3	5	4	5		31.5	29.4	23.5	----	28.6
Emporia State University		IIA	5	5	4		34.0	29.4	25.8		29.6	5	5	4		40.7	35.4	31.2		35.6
Fort Hays State University		IIA	5	5	5	4	33.7	28.0	24.3	21.9	28.5	5	5	5	4	40.2	33.6	28.9	26.2	34.0
Friends Bible College		IIB					----	----	----	----	17.3					----	----	----	----	19.5
Friends University		IIB	5	5	4		25.7	21.7	21.4	----	22.6	5	5	4		32.2	25.8	25.6	----	27.5
Kansas Newman College		IIB		5	5	5	----	21.7	19.5	17.1	20.0		5	5	5	----	25.2	21.3	18.6	22.7
Kansas State University		I	5	5	5	4	40.7	31.0	27.8	21.4	32.8	5	5	5	4	48.9	37.5	33.8	26.2	39.6
Kansas Technical Institute		III	4	4	3		30.3	29.0	25.8	----	27.3	4	4	3		36.8	35.2	32.2	----	33.2
Kansas Wesleyan University		IIB	5	5	5		22.3	18.4	16.3	----	18.6	5	5	5		26.8	22.2	19.5	----	22.4
McPherson College		IIB	5	5	5		26.2	22.1	20.0	----	21.8	5	5	5		32.9	28.0	24.9	----	27.3
Manhattan Christian College		IIB					----	----	----		20.1					----	----	----		23.8
Marymount College of Kansas		IIB		5	5	5	----	20.9	20.2	15.6	19.9		5	5	5	----	23.9	22.9	18.2	22.6
Mid-America Nazarene College		IIB	5	5	5	4	26.3	23.6	20.9	19.2	23.2	5	5	4	4	31.2	28.2	25.2	23.4	27.8
Pittsburg State University		IIA	5	4	4	4	34.6	30.5	26.8	21.2	30.9	5	4	4	4	41.8	37.0	32.6	26.1	37.4
Saint Mary College		IIB	5	5	5	5	27.2	23.6	18.5	16.6	20.8	5	5	5	5	29.9	26.6	20.9	18.4	23.3
Tabor College		IIB		5	5		----	22.4	20.0	----	21.8		5	5		----	28.5	24.2	----	27.1
University of Kansas-Main		I	5	5	5	5	44.2	32.8	28.3	20.7	37.6	5	5	5	5	52.7	39.4	33.9	25.1	45.0
Washburn University		IIA	3	4	4	4	42.4	32.1	25.5	21.3	33.0	3	4	5	5	50.0	38.1	30.1	24.7	39.0
Wichita State University		IIA	3	3	3	4	42.3	32.6	27.9	20.8	31.2	3	3	3	4	50.7	39.4	33.7	25.6	37.7
K E N T U C K Y																				
Asbury Theological Seminary		IIA	5	5			32.2	28.9	----	----	30.3	5	5			38.8	35.1	----	----	36.6
Bellarmine College		IIB	2	3	3		36.0	28.1	25.0	----	30.0	2	3	3		45.3	35.0	29.5	----	36.9
Berea College		IIB	2	2	3		39.6	31.3	25.3	----	31.8	2	2	3		48.4	39.3	29.6	----	38.7
Centre College of Kentucky		IIB	2	2	2		39.3	31.4	26.9	----	32.6	2	2	2		48.7	39.1	32.6	----	40.2
Eastern Kentucky University		IIA	4	4	4	4	36.2	31.5	26.7	21.4	31.4	4	4	4	4	44.3	38.7	33.0	26.6	38.7
Georgetown College		IIB	4	4	4		30.7	26.2	22.3	----	27.4	4	4	4		36.1	31.9	26.5	----	32.4
Kentucky Christian College		IIB	5				25.0	----	----	----	23.8	5				26.0	----	----	----	25.1
Kentucky State University		IIA	3	4	4	3	41.8	31.9	26.9	22.9	29.3	3	4	4	3	47.9	37.3	31.5	27.0	34.3
Kentucky Wesleyan College		IIB	4	3	5	5	31.5	27.6	20.2	17.8	25.9	4	3	5	4	38.1	33.6	24.8	22.1	31.5
Lees College		III					----	----	----	----	20.3					----	----	----	----	23.3
Lexington Theol. Seminary		IIB	4				29.8	----	----		28.3	3				38.7	----	----		37.0
Lindsey Wilson College		IIB		5	5	5		23.0	20.1	14.3	19.6		5	5	5		23.8	22.8	17.1	21.4
Louisville Presb.Theol.Sem.		IIA	3				42.4	----	----		40.6	3				52.3	----	----		50.3
Morehead State University		IIA	5	5	4	5	35.0	29.1	25.9	20.2	29.0	5	5	4	5	42.2	35.1	31.4	24.6	35.1
Murray State University	11	IIA	4	4	4	3	36.0	31.6	26.8	22.0	30.4	4	4	4	3	44.1	38.6	32.9	27.3	37.2
Spalding University		IIB	4	5	4	4	28.6	23.7	22.8	18.7	23.4	5	5	4	5	31.4	26.0	25.0	20.6	25.7
Thomas More College		IIB	4	4	4		30.7	24.9	22.0	----	23.5	4	4	4		36.7	30.3	26.9	----	28.6
Transylvania University		IIB	2	2	2		36.3	29.9	25.8	----	29.9	2	2	3		43.5	36.5	30.3	----	35.8
Union College		IIB	5	5	5	5	22.4	20.2	20.0	15.0	19.4	5	5	5	5	27.5	24.4	23.8	18.0	23.4
University of Kentucky		I	4	4	4	1	46.9	34.8	30.1	27.7	38.7	4	4	4	2	55.6	41.7	36.1	33.3	46.1
Univ. of Kentucky-Comm.Coll.	55	III	4	5	5	4	32.7	26.5	21.8	20.4	25.1	4	5	5	4	38.9	31.8	26.3	24.7	30.1
University of Louisville		IIA	2	3	3	2	45.5	34.2	28.9	23.7	37.1	2	3	3	3	55.1	41.8	34.2	27.8	44.8
Western Kentucky University		IIA	4	4	4	4	37.2	31.0	27.0	21.0	32.0	4	4	3	4	45.7	38.1	33.9	26.2	39.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	97.	71.	3.		4.9	5.4	5.9	----	36	27	30	1	3	4	9	6	----	----	23.6	----	----	----	23.5	----
24.	ALL	77.	17.		6.6	6.8	6.1	6.1	55	16	21	8	5	10	15	11	----	26.3	24.3	22.8	----	28.7	23.3	20.6
23.									15	4	8	1	4	5	5	3	----	----	----	----	----	----	----	----
18.		90.	23.							6	17	1	2	4	9	2		----	23.3	----	----	----	19.2	----
23.	ALL	85.	5.		4.5	4.1	4.8	5.8	19	17	12	2		3	9	4	----	----	21.7	----		----	20.8	----
27.	ALL	94.	18.		1.0	1.2	1.9	----	15	16	12	2		2	5		----	----	----	----		----	----	
5.					4.2	4.2	4.2	4.2	18	25	25	9	3	1	7	10	----	----	24.5	20.0	----	----	22.6	19.6
23.	86.	91.	37.						23	10	19	1	5	1	8	2	----	----	25.3	----	----	----	23.9	----
21.	ALL	92.	50.		5.8	5.5	6.1	7.3	23	8	5	10	1	4	5	6	----	----	----	23.2	----	----	----	23.6
14.	75.	52.	27.						20	15	6	2		6	5	1	----	27.6	----	----		24.5	----	----
23.	99.	94.	9.		10.2	11.7	12.5	12.3	436	210	147	8	41	67	88	4	51.4	39.8	34.8	----	46.0	35.5	29.3	----
23.	ALL	95.	49.	1.	11.1	12.0	12.2	12.9	129	112	120	38	14	37	64	48	42.0	34.7	29.9	25.3	39.9	33.0	28.0	23.0
23.	ALL	43.							7	5	8			2	2	2	----	----	----			----	----	----
24.	ALL	71.	21.						23	13	14	2	2	8	10		----	29.5	24.7	----	----	27.4	22.0	
16.	ALL				4.0	----	----		6	3	4			1	1		----	----	----			----	----	
17.			7.		----	----	3.3	----	5	2	13	4		2	1		----	----	----	----		----	----	
19.	67.	69.							8	11	2	7	1	2	2	2	----	----	----	----	----	----	----	----
14.	92.	81.	22.						11	14	13	1	1	2	10	1	----	----	21.5	----	----	----	19.1	----
11.	ALL	ALL	24.		7.7	3.1	3.4	3.2	9	11	17	7	4	3	8	3	----	----	20.7	----	----	----	20.4	----
21.	ALL	80.	36.						16	8	15	1		2	7	3	----	----	22.4	----		----	22.3	----
23.	94.	50.	40.						16	8	4		1	6	6	1	----	23.7	----		----	24.0	----	----
20.	97.	85.	21.		1.5	1.7	2.1	----	67	61	37		9	12	19		34.0	29.6	26.8		33.9	28.6	23.9	
19.	ALL	89.	41.		1.0	0.3	2.2	13.5	62	48	29	11	8	17	15	12	33.9	28.5	24.5	22.9	31.6	26.9	24.0	20.9
13.					----	----	----	----	1		3	3		1	2		----		----	----		----	----	
22.	36.	18.	13.		3.1	3.0	4.9	----	11	6	9	2	3	5	6	1	----	----	22.4	----	----	----	19.8	----
14.		36.							4	5	4	4	1	6	7	5	----	----	----	----	----	----	----	----
21.	93.	86.	16.	3.					321	195	172	40	19	46	54	57	40.8	31.6	28.5	23.3	37.4	28.2	25.7	20.0
22.					1.6	1.4	1.5	----	7	7	14	2				2	----	----	----	----				----
20.	ALL	85.							7	8	7		1	5	2	2	----	----	----		----	----	----	----
25.	ALL	56.	13.		4.3	4.0	5.6	----	6	8	12	2	2	1	4	1	----	----	----	----	----	----	----	----
19.					----	----	----		4	2	2		1	2	1		----	----	----		----	----	----	
14.		22.			----	7.8	8.4	----	2	3	6	3	1	6	5	3	----	----	----	----	----	----	----	----
20.									14	11	3	3	2	2	7	5	----	----	----	----	----	----	----	----
21.	98.	71.	16.	10.					82	48	37	8	12	24	7	2	34.6	31.8	27.2	----	34.5	28.1	24.8	----
12.	38.	56.	8.		5.1	4.9	5.0	5.1	2	2	4	3	6	7	8	8	----	----	----	----	----	----	----	----
24.		29.	9.						5	5	7	1		2	4	1	----	----	----	----		----	----	----
20.	99.	93.	12.	17.	3.3	4.1	5.0	6.7	440	221	108	9	34	64	44	9	44.6	33.3	29.2	20.7	39.2	31.0	25.9	20.7
18.	99.	85.	34.	23.	2.4	5.7	4.6	3.3	66	37	24	9	12	15	32	13	42.5	32.7	26.1	22.2	42.0	30.5	25.1	20.7
21.	98.	92.	36.	4.	1.9	2.6	2.7	2.3	98	113	128	21	4	30	80	25	----	33.2	29.6	21.9	----	30.5	25.1	19.9
21.	86.	17.							21	11	3	1		1			----	----	----	----		----		
23.	97.	47.	7.		3.6	3.9	4.9	----	26	12	10	1	9	5	20	2	37.0	----	25.9	----	33.1	----	24.5	----
21.	97.	91.	16.		15.6	13.1	9.9	----	37	22	19	1	1	10	18	3	----	30.9	25.6	----	----	32.2	25.1	----
23.	ALL	ALL	13.						17	18	13		2	2	2	2	----	----	----		----	----	----	----
23.	97.	74.	53.						181	110	65	12	49	43	93	22	36.4	32.4	27.8	21.5	35.2	29.1	26.0	21.4
18.	ALL	78.	47.		4.1	5.6	4.2	----	27	6	8	1	8	3	7	3	31.8	----	23.1	----	27.1	----	21.4	----
6.									9	2		1	1	2	3		----	----		----	----	----	----	
17.	ALL	71.	31.		13.5	9.2	10.2	12.5	13	19	34	5	2	9	21	11	----	32.3	26.7	----	----	31.2	27.0	----
22.	84.	87.	33.		4.0	4.0	4.0	4.0	19	11	6	5		4	3	5	----	----	----	----		----	----	----
15.									4	3	3			2		3	----	----	----			----		----
30.	ALL				6.2	----			7	1	1			2			----	----	----			----		
9.			13.	8.		5.0	5.0	5.0		12	4	5		7	4	8		23.7	----	----		21.6	----	----
24.	ALL								8	1	1		1		1		----	----	----		----		----	
21.	95.	85.	46.	13.					86	51	58	11	8	16	41	19	35.3	29.1	25.9	20.0	31.8	29.0	25.8	20.3
23.	99.	85.	22.	13.	3.8	4.7	4.4	4.3	88	87	65	8	7	21	31	8	36.2	31.7	27.1	23.8	33.8	31.3	26.2	20.2
10.	75.	88.	18.						5	2	8	3	7	14	14	8	----	----	23.2	----	----	----	22.6	----
22.	86.	65.	13.						7	15	9	1		2	15	4	----	----	21.2	----		----	22.4	----
19.	ALL	75.	21.		9.6	8.0	7.6	----	15	12	15	3	3	4	9	1	----	----	26.5	----	----	----	24.6	----
21.	ALL	47.	8.						2	13	9	5	4	4	4	4	----	----	----	----	----	----	----	----
19.	ALL	96.	6.		3.8	4.2	5.1	4.3	456	333	190	9	33	97	65	3	47.2	35.5	31.1	----	43.2	32.6	27.2	----
20.	ALL	99.			7.4	8.2	8.2	6.0	70	108	70	66	45	140	85	82	32.7	27.0	22.1	20.9	32.6	26.1	21.6	20.0
21.	98.	83.	8.	10.	6.0	5.7	8.6	5.9	228	162	77	7	25	59	56	13	45.7	35.5	30.1	25.1	44.2	30.8	27.3	23.0
23.	98.	79.	36.		6.5	6.8	6.4	7.1	206	89	90	12	22	48	47	24	37.4	31.9	28.2	21.3	35.9	29.2	24.7	20.9

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
LOUISIANA						
Centenary College of La.		IIB	3 3 3 5	34.7 28.4 25.0 17.2 27.4	3 3 3 5	40.7 33.3 28.7 19.3 31.8
Grambling State University	1	IIA	5 4 4 5	31.3 30.0 25.6 19.5 26.7	5 5 5 5	34.3 32.8 28.1 21.5 29.3
Louisiana College		IIB	4 4 4	29.2 24.7 23.0 ---- 26.0	4 4 3	35.5 30.7 28.5 ---- 32.0
Louisiana St.Univ.and A&M C.	56	I	4 4 4 5	46.1 34.0 29.4 20.1 34.9	5 5 5 5	51.7 38.3 33.3 22.9 39.3
Louisiana St.Univ.Alexandria		III	4 5 5 5	30.6 25.8 22.5 17.5 24.8	5 5 5 5	34.6 29.2 25.6 20.0 28.0
Louisiana State Univ.Eunice		III	4 4 4	---- 27.0 23.8 21.4 24.6	5 5 4	---- 30.8 27.3 24.6 28.1
Louisiana St.Univ.Shreveport		IIA	5 4 4 3	34.3 30.8 26.7 22.6 30.1	5 5 4 4	39.1 35.1 30.6 25.8 34.3
Louisiana Tech Uuniversity		IIA	5 4 4 4	35.2 29.9 26.6 21.6 30.3	5 5 4 4	41.5 35.0 31.1 25.2 35.5
Loyola Univ. in New Orleans		IIA	2 2 2 1	45.4 36.9 29.7 25.7 36.5	2 2 3 2	55.2 45.1 35.8 30.1 44.4
McNeese State University		IIA	5 4 4 4	33.8 31.1 27.3 21.3 29.1	5 4 4 4	39.6 36.5 32.2 25.4 34.3
Nicholls State University		IIA	5 5 4 4	33.6 28.7 25.6 21.4 27.6	5 5 5 5	38.7 33.0 29.5 24.6 31.8
Northeast Louisiana Univ.		IIA	4 4 4 5	37.5 30.9 27.1 20.0 29.1	4 5 4 5	42.8 35.4 31.1 23.2 33.4
Our Lady of Holy Cross Coll.		IIB	5 4 3	---- 22.2 21.2 21.1 21.5	5 5 4	---- 24.5 23.3 23.1 23.6
Southeastern Louisiana Univ.	1	IIA	5 4 4 4	33.2 30.3 25.4 20.8 27.9	5 5 5 5	37.6 34.4 28.5 23.2 31.4
Tulane University		I	3 3 3 4	51.8 38.4 32.0 22.2 41.4	3 3 4 4	64.8 47.8 37.3 27.6 51.1
University of New Orleans		IIA	4 4 4 5	39.0 30.1 25.6 19.3 30.2	4 5 5 5	44.2 34.3 29.1 21.9 34.3
Univ. Southwestern Louisiana		IIA	4 4 3 4	38.7 31.8 27.6 21.9 30.4	4 4 4 4	43.8 36.1 31.5 25.1 34.6
Xaxier University of La.		IIA	5 5 5 5	27.8 24.6 21.5 19.1 23.3	5 5 5 5	31.1 27.9 24.2 21.4 26.3
MAINE						
Bates College		IIB	1* 1* 1 1	48.7 37.1 27.7 25.6 36.7	1 1 1 1	57.9 44.5 33.7 31.3 44.1
Bowdoin College		IIB	1* 1* 1	51.9 37.8 29.4 ---- 38.9	1* 1* 1	64.1 46.3 34.9 ---- 47.3
Colby College		IIB	1* 1* 1 1*	51.4 38.7 28.6 26.6 38.3	1* 1 1 1	64.0 45.6 33.4 30.2 46.0
Husson College		IIB	4 3 1 2	30.9 28.3 28.1 21.8 27.6	4 3 2 3	38.4 35.5 32.1 25.0 33.3
Saint Joseph's College		IIB	5	---- ---- 20.8 21.9	5	---- ---- 24.8 26.0
Thomas College	133	IIB	4	---- 25.8 ---- ---- 24.8	4	---- 30.1 ---- ---- 28.5
Univ.of Maine at Augusta		III	3 4 4	34.3 26.6 22.9 ---- 28.1	3 4 4	42.1 32.9 28.2 ---- 34.6
Univ.of Maine at Farmington		IIB	2 2 3 2	37.1 30.6 24.4 22.3 30.6	2 2 3 2	45.5 37.8 29.8 27.2 37.6
Univ.of Maine at Fort Kent		IIB	3 2	33.1 ---- 25.8 ---- 27.8	3 2	40.6 ---- 32.0 ---- 34.3
Univ.of Maine at Machias		IIB	2 2 4	36.7 30.3 22.8 29.1	2 2 3	44.9 37.2 28.5 35.9
University of Maine		IIA	2 3 3 4	44.8 34.2 28.0 21.4 34.9	2 3 3 4	54.1 41.7 34.0 25.9 42.4
Univ.of Maine at Presque Isl		IIB	2 2 3	37.2 30.4 23.8 ---- 29.3	2 2 3	45.9 37.6 29.7 ---- 36.2
Univ.of Maine at Southern Me		IIA	2 3 3 3	43.5 34.5 27.6 23.0 33.7	3 3 3 3	52.6 42.2 33.5 28.5 41.0
Westbrook College		III	5 5 5 5	24.5 22.3 22.1 18.4 21.3	5 5 5 5	28.4 26.4 26.3 20.7 24.8
MARYLAND						
Allegany Community College		III	4 4 4 3	32.9 28.3 22.9 22.6 26.0	3 3 4 2	42.6 37.0 30.3 29.9 34.1
Anne Arundel Community Coll.		III	1* 1 1 1	43.8 37.1 30.2 25.7 35.8	1* 1 1 1	56.9 48.6 40.2 34.6 47.0
Bowie State College		IIB	1 1 1* 4	43.9 36.5 30.4 18.5 33.6	1 1* 1* 2	57.6 48.2 40.6 25.5 44.6
Capitol Inst. of Technology		IIB	3 4	---- 27.3 21.6 25.0	4 4	---- 31.9 25.4 29.3
Catonsville Community Coll.		III	1 1 1 1	42.9 36.0 30.1 25.1 34.8	1* 1 1 1	55.2 46.7 39.3 33.1 45.2
Cecil Community College	4	III	3 2 2 4	36.3 33.6 28.5 19.8 28.6	3 2 2 4	46.3 42.4 35.6 24.1 36.0
Charles County Comm. College	57	III	2 2 3	37.1 33.6 25.6 30.8	3 2 4	44.2 40.4 31.0 37.0
Chesapeake College		III	3 3 4	---- 29.6 25.4 21.0 26.6	3 3 3	---- 38.0 32.8 27.4 34.3
College of Notre Dame of Md.		IIB	3 3 2	34.7 28.4 26.6 ---- 28.2	3 3 3	39.6 32.8 29.6 ---- 32.0
Columbia Union College		IIB	5 5 4 5	24.7 23.6 22.3 17.7 22.4	5 5 4 5	29.2 28.0 26.6 21.4 26.7
Community Coll. of Baltimore		III	3 3 3 3	35.8 29.7 26.3 22.0 29.0	2 2 2 2	47.5 39.7 35.4 30.0 38.8
Coppin State College		IIB	1 1 1 1	43.8 33.9 29.4 24.1 34.7	1 1 1 1	52.2 40.7 35.6 29.4 41.7
Dundalk Community College		III	2 2 1	39.8 33.4 29.1 ---- 33.1	1 1 1	52.4 44.3 39.0 ---- 44.0
Eastern Christian College		IIB		---- ----		---- ----
Essex Community College	3	III	1 2 1 3	42.8 34.3 29.3 22.1 34.6	1* 1 1 3	55.2 44.5 38.1 29.1 44.8
Frederick Community College		III	2 3 3	39.0 30.9 26.2 ---- 29.4	2 3 3	49.0 39.1 33.3 ---- 37.3
Frostburg State College		IIA	3 3 2 1	42.5 33.8 29.8 25.8 35.0	2 2 2 1	54.5 43.9 38.8 33.8 45.3
Garrett Community College	58	III	5	---- ---- 20.3 ---- 21.0	5	---- ---- 26.5 ---- 27.4
Goucher College		IIB	2 3 3 3	39.4 29.8 25.1 20.9 30.2	1 2 2 2	49.6 37.3 31.6 26.2 37.9
Hagerstown Junior College		III	3 3 4	35.0 31.1 24.0 ---- 31.1	3 3 4	45.1 39.4 30.8 ---- 39.8
Harford Community College		III	2 1 1 2	40.0 36.6 33.1 23.9 34.8	1 1 1 2	51.7 47.5 43.1 31.8 45.3
Hood College		IIA	2 2 3 3	43.1 35.1 27.7 22.8 32.8	2 3 3 3	53.0 42.4 33.7 27.7 39.9
Howard Community College		III	1 2 3	40.5 ---- 28.1 22.2 28.5	1 2 3	53.5 ---- 36.8 28.5 37.5
Johns Hopkins University		I	1 1 1 1	63.9 43.1 36.3 29.0 48.8	1 1 1 1	74.5 51.9 44.1 35.7 57.9
Loyola College in Maryland		IIA	2 2 2	43.2 37.5 29.8 ---- 34.8	2 2 3	53.1 45.4 35.9 ---- 42.2
Maryland Coll.of Art&Design		III		---- ---- ---- 18.1		---- ---- ---- 20.1
Maryland Inst.College of Art		IIB		28.1		33.2
Montgomery Coll.of Rockville		III	1 2 1	42.6 33.8 29.4 ---- 38.5	1 2 1	54.6 43.7 38.3 ---- 49.6
Montgomery Coll. Germantown		III	1 3	40.5 31.0 ---- ---- 35.0	1 2	51.1 39.7 ---- ---- 44.4
Montgomery Coll. Takoma Park		III	1 2 2	42.6 32.0 27.5 ---- 35.7	1 2 2	53.9 40.9 35.4 ---- 45.5
Morgan State University		IIA	2 2 1 1	46.4 37.3 31.4 25.7 35.9	2 2 2 2	54.7 44.3 37.5 30.9 42.7
Mount Saint Mary's College		IIB	2 2 3	38.5 30.3 23.4 ---- 28.1	2 3 4	47.1 35.7 27.7 ---- 33.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	92.	69.	20.		3.5	4.0	3.0	3.0	23	13	10	8	2	3	5	8	----	----	----	19.2	----	----	----	15.3
10.	82.	59.	37.	6.					38	36	64	16	13	13	67	18	31.1	30.0	27.2	20.3	31.8	29.9	24.0	18.7
23.	96.	62.	19.						20	7	8	1	6	6	8	2	28.9	26.1	23.2	----	30.2	23.2	22.9	----
13.	98.	92.	4.						440	346	297	87	32	61	83	106	46.3	34.3	30.0	20.6	42.1	32.2	27.3	19.6
13.	ALL	96.							12	14	5	3	1	13	9	7	----	25.9	----	----	----	25.6	----	----
14.		79.	26.						4	11	14	5		3	9	7	----	----	24.5	----		----	22.9	----
14.	98.	90.	54.		0.0	0.7	1.0	0.0	40	29	23	2	5	11	16	10	----	30.9	28.4	----	----	30.4	24.4	----
17.	97.	ALL	41.		0.5	0.5	0.6	0.0	123	88	74	8	10	37	37	15	35.5	31.2	28.3	23.2	31.1	26.7	23.2	20.7
22.	93.	66.	15.						46	78	34	6	9	23	20	8	45.8	37.5	30.5	29.0	42.8	34.6	28.3	23.2
18.	90.	83.	37.						56	58	59	15	7	22	34	22	34.0	31.5	28.4	22.2	32.3	30.1	25.3	20.7
15.	ALL	90.	62.	3.	0.6	0.6	0.4	0.0	55	41	31	21	12	22	34	17	33.5	29.2	27.3	21.4	33.7	27.7	24.1	21.4
15.	91.	83.	38.						65	85	72	20	10	17	48	44	37.9	31.4	28.7	21.7	35.3	28.3	24.6	19.2
10.									1	5	2	1	2	3	11	5	----	----	----	----	----	----	----	----
13.	ALL	88.	27.						52	57	40	12	8	18	59	25	33.5	30.3	26.2	22.0	31.2	30.3	24.9	20.2
23.	97.	75.	8.	10.	7.1	6.9	8.8	5.5	147	120	69	4	10	33	35	6	52.2	39.2	32.8	----	46.3	35.8	30.4	----
13.	93.	85.	8.						141	100	76	35	25	31	34	51	39.5	30.8	26.2	19.3	36.4	27.9	24.4	19.3
14.	92.	72.	28.	5.					112	131	102	44	18	34	53	59	39.3	32.1	28.4	22.3	34.8	30.9	26.1	21.5
13.	96.	51.	3.		7.0	8.8	8.4	8.7	15	26	20	8	13	11	19	12	29.0	24.7	21.9	17.9	26.4	24.3	21.1	19.8
20.	ALL	87.	9.		6.8	7.2	10.0	----	29	30	21	2	2	8	13	5	----	37.6	28.1	----	----	35.2	26.9	----
22.	ALL	ALL			6.3	6.9	9.0	----	36	21	25	1	1	7	17	3	----	38.7	30.0	----	----	35.1	28.6	----
20.	98.	72.			5.4	9.5	8.4	8.0	36	30	20	7	5	6	16	7	----	39.0	29.1	27.5	----	37.3	27.9	25.7
21.	ALL	50.							6	8	3	2	2	4	5	5	----	----	----	----	----	----	----	----
19.			25.		----	----	11.8	----	1	2	10		2	3	14		----	----	20.7		----	----	20.8	
15.					----	6.0	----	----	2	6	2	3		3	3		----	----	----	----		----	----	
23.	ALL	71.			9.5	10.0	12.0	----	22	7	7		3	7	10	4	----	27.8	24.6		----	25.3	21.7	----
23.	ALL	67.	13.		9.7	12.0	15.8	12.8	30	25	14	3	6	5	10	7	38.1	----	24.7	----	32.4	----	23.9	----
23.	ALL				----	----	11.1	----	5	3	4	4	2		7	1	----	----	----	----	----		----	----
23.	ALL	84.			18.6	10.1	11.5		7	11	11		1	8	2		----	29.3	----		----	31.8	----	
21.	98.	92.	4.	5.	11.5	13.0	15.3	17.7	140	126	85	9	5	36	56	12	----	35.1	29.8	24.1	----	30.9	25.1	19.4
24.	ALL	ALL	18.		9.5	10.3	13.3	----	16	10	17		3	3	5	1	----	----	----		----	----	----	----
22.	93.	85.	5.		11.0	12.0	16.4	19.4	60	86	56	5	9	37	50	5	43.9	35.3	28.6	----	40.4	32.7	26.5	----
17.									4	9	3	1	2	7	4	13	----	23.0	----	----	----	21.4	----	----
31.	ALL	76.	64.	71.					11	8	14	2	3	9	19	5	----	28.2	23.0	----	----	28.4	22.8	----
31.	ALL	ALL	41.	12.					38	41	19	8	15	16	25	17	44.1	37.2	30.1	25.7	42.9	36.7	30.3	25.7
33.	ALL	86.	41.						18	14	24	6	8	7	13	8	43.2	36.6	30.6	19.9	45.3	36.1	30.0	17.4
17.									3	5	5			1	3		----	----	----			----	----	
30.	ALL	97.	61.						41	44	25	10	11	29	32	13	42.9	36.3	29.8	26.1	42.7	35.4	30.2	24.3
26.	80.	50.	38.		9.7	----	11.7	12.8	7	2	5	3	3	4	8	6	----	----	----	----	----	----	----	----
20.	87.	89.	9.						13	6	15		2	3	8		----	----	26.4		----	----	24.2	
29.		46.	30.						2	10	5	1	2	3	5	6	----	----	----	----	----	----	----	----
14.	75.	24.			11.4	9.5	6.4	----	3	7	4		5	10	11	5	----	27.4	----		----	29.1	----	----
19.									12	7	7	8	2	3	12	1	----	----	22.0	----	----	----	22.5	----
34.	97.	94.	62.	38.					26	21	12	3	8	11	25	10	36.0	30.3	26.4	----	35.4	28.5	26.3	----
20.	88.	76.	43.	14.					19	13	16	2	13	16	21	5	46.2	33.8	28.3	----	40.2	34.0	30.3	----
33.	ALL	90.	69.						10	9	9	1	3	11	7	2	----	34.2	30.3	----	----	32.7	27.6	----
...										1								----						
30.	ALL	97.	86.	16.	2.0	2.0	2.0	2.0	43	40	20	9	15	26	16	10	43.2	34.8	29.8	22.1	41.9	33.6	28.6	22.1
27.									4	7	10	1	2	5	11		----	----	27.3	----	----	----	25.1	
29.	98.	83.	44.	18.					59	38	38	1	4	10	21	10	----	34.2	30.6	----	----	32.1	28.4	----
30.			17.						2	1	3	1			3	2	----	----	----	----			----	----
26.	ALL	70.	20.		8.0	9.0	8.3	8.9	17	4	13	3	9	6	17	6	40.1	----	24.6	----	38.2	----	25.5	----
28.	ALL	ALL	42.		9.2	10.4	7.5	----	22	6	3		4	6	9	2	----	32.5	----		----	29.6	----	----
30.	ALL	ALL	76.	25.					8	24	9	2	2	12	8	6	----	35.3	35.1	----	----	39.1	30.8	----
22.	ALL	74.	7.		14.5	14.6	13.7	12.3	12	7	11	4	6	16	16	6	43.8	34.8	28.4	----	41.9	35.2	27.2	----
31.					5.7	----	6.6	8.0	6	2	3	4	4	2	14	10	----	----	----	----	----	----	----	----
19.	97.	7.	1.						277	77	110	9	27	29	47	11	64.6	43.9	37.4	29.1	56.9	40.8	33.7	29.0
21.	69.	61.	18.		4.2	4.5	5.6	----	34	54	54	1	5	8	33	2	----	38.3	30.3	----	----	31.6	29.0	----
11.									1	1	1			1			----	----	----			----		
18.																								
29.	94.	36.	5.						103	20	20	1	46	24	18	3	42.8	35.3	29.8	----	42.1	32.5	28.9	----
27.	71.								13	5	3	1	4	4	2	1	----	----	----	----	----	----	----	----
27.	77.								18	4	5	3	17	12	11	1	43.4	----	----	----	41.7	----	----	----
19.	96.	83.	69.	21.					37	40	31	8	14	14	27	16	46.5	37.8	33.0	26.0	46.0	35.7	29.6	25.6
19.	ALL	78.							9	24	14	1		8	9	4	----	30.6	23.7	----		29.3	22.9	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
M A R Y L A N D (CONTD)																				
Prince George's Comm.College		III	1	1	2		40.8	35.6	27.2	----	36.7	1	1	2		52.4	45.8	35.4	----	47.2
Saint John's College-Main		IIB									31.2									40.5
St.Mary's Coll.of Maryland		IIB	1	1	2		43.3	33.6	26.3	----	32.0	1	1	1		53.6	42.0	33.3	----	40.1
Salisbury State College		IIA	2	3	3	2	42.7	33.9	28.4	24.2	33.4	2	2	2	2	56.6	44.3	36.3	31.5	43.5
Towson State University		IIA	2	2	2	3	43.5	37.1	30.5	23.4	34.8	2	2	1	2	56.3	47.0	39.0	29.5	44.6
University of Baltimore	61	IIA	1	1*	1		46.8	41.5	32.0		39.2	2	1*	1		57.7	51.6	40.3		48.9
Univ.of Maryland-Coll. Park		I	2	2	2	3	55.8	39.9	32.7	24.0	42.5	2	2	2	2	69.6	50.0	40.1	31.0	53.1
Univ.of Maryland-Balto.City		IIA	1*	1*	1*	1	57.3	45.5	34.7	26.3	42.3	1*	1*	1*	1	71.2	56.5	43.3	33.4	52.6
Univ.of Maryland-Balto.Co.		IIA	1*	1	1	2	53.2	38.3	32.0	23.5	37.1	1*	1	1	2	66.2	48.5	39.3	29.8	46.4
Univ.of Maryland-Estrn Shore		IIA		1	1*	1*	----	38.7	34.6	29.3	32.8		1	1*	1*	----	48.3	43.2	38.6	41.5
Villa Julie College	PNA	III																		
Washington Bible College		IIB					----	----	----		21.8					----	----	----		27.0
Washington College		IIB	2	2	3		38.0	32.0	24.7		32.0	2	2	3		47.2	39.2	29.8		39.3
Washington Theological Union		IIB			5		----	----	14.2		15.8			5		----	----	14.8		16.5
Western Maryland College		IIB	2	2	2		39.5	32.6	26.2	----	33.1	2	2	2		48.7	40.2	30.9	----	40.5
Wor-Wic Technical Comm.Coll.	4	III			2	2	----	----	27.8	23.5	28.0			2	2	----	----	35.0	29.8	35.2
M A S S A C H U S E T T S																				
Amherst College		IIB	1*	1*	1*		56.7	40.2	32.8		47.1	1*	1*	1*		69.0	49.3	41.4		57.9
Andover Newton Theol. School		IIA	5				30.5	----	----		28.2	5				38.0	----	----		35.8
Anna Maria College		IIB		3	2	2	----	29.3	25.5	21.7	26.6		3	3	3	----	36.2	29.5	24.1	31.6
Assumption College		IIB	2	2	1		39.2	32.6	27.6	----	31.5	2	2	2		48.6	39.2	32.6	----	37.9
Babson College		IIB	1*	1*	1*		59.4	46.7	39.9	----	48.3	1*	1*	1*		71.4	57.3	49.2	----	58.9
Bay Path Junior College		III		4	5		----	29.2	21.0	----	25.3		4	5		----	35.0	25.4	----	30.4
Bentley College		IIA	1	1*	1*	1*	52.1	42.3	35.7	30.0	40.8	1	1*	1*	1	63.8	51.4	42.9	34.7	49.4
Berklee College of Music		IIB	2	2	3	4	36.2	30.1	24.4	19.8	25.8	3	3	3	3	42.5	35.4	28.8	23.6	30.5
Boston College		I	2	2	2	1	54.9	40.6	33.8	28.0	42.1	2	1	2	1	68.3	51.4	40.7	33.8	52.4
Bradford College		IIB		3	4		----	28.5	22.7		25.4		3	4		----	34.4	27.3		30.6
Brandeis University		I	2	2	3		55.7	40.1	32.2	----	44.5	2	2	3		68.2	49.7	37.9	----	54.1
Clark University		IIA	1*	1	2		52.4	38.4	31.2	----	40.7	1*	1	2		66.5	48.1	36.7	----	50.4
College of the Holy Cross		IIB	1	1	1	1*	47.2	36.2	29.5	26.2	35.9	1	1	1	1	59.5	45.2	34.7	31.4	44.2
Coll.of Our Lady of the Elms		IIB		3	4	4	----	27.7	22.9	19.5	23.7		3	4	4	----	32.6	27.7	23.2	28.6
Dean Junior College		III	4	3	5	5	31.9	30.5	22.4	19.0	24.5	4	3	5	5	41.0	37.9	27.7	23.2	30.4
Eastern Nazarene College		IIB	4	4	5		30.0	24.2	21.0	----	25.4	3	4	4		38.6	31.6	27.4	----	32.9
Emerson College		IIA	1*	1	1		54.1	41.0	31.3	----	39.3	1*	1*	1		68.4	52.6	39.0	----	49.7
Emmanuel College		IIB	2	2	2	2	36.3	31.3	26.0	22.1	30.0	2	2	2	2	45.0	37.9	30.8	26.1	36.3
Fitchburg State College		IIA	3	2	2	1*	40.9	36.3	31.1	31.2	35.2	3	2	2	1*	50.1	45.4	38.9	38.6	43.7
Gordon College		IIB	3	3	3		34.1	28.8	23.9	----	30.0	2	2	3		44.4	36.7	29.8	----	38.6
Gordon-Conwell Theol. Sem.		IIA	3	3	3		40.3	32.6	28.2		35.2	4	4	3		46.7	38.3	33.4		41.2
Hampshire College		IIB	1	1	1		41.4	33.5	27.9		33.2	1	2	1		51.9	40.5	33.5		40.4
Harvard University		I	1*	3	1	4	73.2	38.2	34.9	21.3	54.7	1*	3	2	5	87.9	45.9	41.9	25.6	65.7
Hebrew College		IIB					----				----					----				----
Holyoke Community College	26	III	3	3	4	4	34.8	29.6	24.8	21.1	28.7	4	4	4	3	41.1	36.0	31.1	27.4	35.0
Mass. Bay Community College		III	3	4	3		34.1	28.3	26.1	----	30.5	3	3	3		44.4	36.8	34.0	----	39.6
Massachusetts Inst. of Tech.		I	1*	1*	1*	1	66.6	48.2	37.8	27.6	54.9	1*	1*	1*	1	82.4	60.5	48.3	36.3	68.5
Massachusetts Maritime Acad.		IIB	1	1*	1*		40.7	40.0	35.4	----	39.4	2	1	1*		45.6	44.7	39.8	----	44.1
Massasoit Community College		III	4	3	4	3	33.1	29.5	24.8	22.3	29.6	5	5	5	5	34.2	30.6	25.9	23.4	30.8
Merrimack College		IIB	1	1	1		41.1	35.2	27.5		32.4	1	1	2		50.8	44.0	33.0		39.8
Middlesex Community College		III	2	3	2	1	37.5	31.9	28.6	25.5	30.7	3	3	2	2	44.4	37.9	34.1	30.5	36.6
Mount Holyoke College		IIB	1	1	1	1	47.8	34.3	28.0	24.0	36.4	1	1	1	1	58.3	42.8	34.6	28.8	44.7
New England Coll. Optometry		IIB	1	1	1		40.7	34.5	27.9	----	34.1	1	1	1		51.3	44.2	36.6	----	43.7
North Adams State College	130	IIB	1	1	1	2	39.9	34.1	29.4	23.2	32.6	2	2	2	2	42.9	37.0	32.3	26.1	35.6
North Shore Comm. College	62	III	3	4	3	3	36.3	29.3	25.1	22.3	29.5	3	4	4	3	43.7	35.6	30.8	27.6	35.8
Northeastern University	5	I	3	2	2	4	52.2	39.8	33.6	22.0	41.1	2	1	1	4	65.6	51.3	42.6	28.7	52.3
Pine Manor College		IIB	2	2	3		36.0	30.1	24.3		30.1	3	3	4		41.2	34.0	25.8		33.6
Regis College		IIB	2	2	2		38.2	31.7	27.0	----	30.5	2	2	2		45.4	38.5	32.5	----	36.7
Salem State College		IIA	3	2	2	2	42.0	36.5	30.1	23.7	35.7	4	4	4	4	44.6	39.2	32.7	26.3	38.3
Smith College		IIA	1*	1	3	3	52.2	37.8	28.8	22.5	40.9	1	2	3	4	64.5	46.0	34.2	26.3	50.0
Southeastern Mass.University	45	IIA	2	1	1*		46.7	39.5	33.9		42.2	1	1	1*		58.1	49.7	42.9		52.8
Springfield College		IIA	3	4	5	5	39.6	30.3	23.9	19.4	30.0	3	4	5	5	49.4	38.0	30.1	24.6	37.6
Stonehill College		IIB	2	2	2		37.5	30.9	26.6		30.9	2	2	1		47.8	39.7	33.4		39.3
Suffolk University		IIA	1	1	1*	1	51.9	38.6	34.3	27.2	43.4	1	2	1*	1	61.7	46.8	41.9	33.7	52.1
Tufts University	65	I	2	2	2		55.5	40.9	33.4	----	42.3	2	2	2		69.8	50.1	40.6	----	52.2
University of Lowell		IIA	1*	1*	1*	1*	52.2	42.2	35.4	29.0	43.8	1	1	1*	1	62.3	51.2	43.6	36.3	52.9
Univ. Massachussets-Amherst	125	I	2	1	1		56.3	43.9	34.3	----	47.5	2	1	1		69.0	54.3	42.9	----	58.6
Univ. Massachusetts-Boston		IIA	1*	1*	1*		52.6	43.6	35.7	----	43.9	1	1*	1*		64.2	53.7	44.4	----	54.1
Wellesley College		IIB	1*	1*	1*	1	55.6	38.9	31.8	25.6	41.1	1*	1*	1*	1	71.3	49.6	39.4	30.0	52.1
Western New England College		IIA	1	2	2	2	49.0	36.3	31.1	24.0	38.2	2	3	2	3	56.7	43.0	36.3	27.2	44.6
Wheaton College		IIB	1	1	2		46.2	33.2	26.1	----	35.7	1	2	2		55.5	40.5	32.3	----	43.3
Wheelock College		IIA	3	4	4		39.4	31.5	26.1	----	30.6	3	4	4		48.3	38.1	30.4	----	36.5
Williams College		IIB	1*	1*	1*		55.7	39.0	31.9		42.1	1*	1*	1*		69.0	48.6	40.2		52.5
Worcester Polytechnic Inst.		IIA	1	1	1*		51.4	41.3	36.5		43.7	1	1*	1*		64.1	52.3	44.1		54.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
29.	99.	38.	8.						66	42	11	2	37	36	13	3	41.4	36.3	28.3	----	39.8	34.8	26.3	----
30.																								
25.	50.	10.							13	24	17	2	3	5	14	3	----	----	26.4	----	----	----	26.3	----
30.	90.	85.	44.	64.	7.0	7.0	7.0	7.0	39	47	34	8	2	12	23	6	----	33.8	29.5	24.5	----	34.0	26.9	23.9
28.	97.	86.	57.	23.	6.2	7.5	7.5	6.9	93	82	111	9	22	41	92	26	43.8	37.6	31.2	25.0	42.5	36.3	29.6	22.9
25.	89.	72.	22.						36	26	41		10	10	18		46.9	40.8	32.2		46.5	43.1	31.6	
25.	ALL	99.	11.		6.1	6.9	8.0	6.6	427	334	161	38	47	96	81	53	56.0	40.3	33.5	27.1	54.1	38.4	31.0	21.7
24.	ALL	79.	16.		7.4	7.0	7.3	9.8	50	76	36	4	9	30	56	30	58.9	47.7	40.5	----	48.5	40.0	31.0	----
25.	ALL	97.	11.		6.9	5.9	6.3	9.1	61	87	67	20	5	21	34	22	----	38.6	33.5	25.1	----	37.3	29.2	22.0
26.		75.	22.	14.	----	7.0	5.3	5.8	5	10	26	5		2	10	2	----	----	34.8	----		----	34.2	----
24.									5	5					3		----	----					----	
23.	ALL	92.			6.4	6.6	8.3		15	22	7		2	4	7		----	----	24.5		----	----	24.9	
4.			ALL						3	5	8				2		----	----	----				----	
23.	ALL	ALL	33.		8.8	4.9	8.7	----	29	23	7		2	9	5	5	----	32.8	----		----	32.0	----	----
26.					----	----	7.5	7.5	1	3	3	1	1	2	8	5	----	----	----	----	----	----	----	----
23.	ALL	ALL			10.7	11.7	13.7		77	12	23		4	9	21		----	39.2	32.7		----	41.6	33.0	
27.	ALL								10	2				3	1		----	----				----	----	
19.		60.	7.		----	4.0	4.0	----	3	6	6	1	1	4	8	5	----	----	25.4	----	----	----	25.6	----
20.	ALL	94.	36.		5.1	4.9	5.1	----	20	25	25	4		6	14	1	----	32.9	28.4	----		31.6	26.1	----
22.	90.	71.	6.		6.0	6.0	7.2		29	26	21	1		2	11		----	----	42.0	----		----	35.8	
20.									1	3		1		5	7	1	----	----		----		----	----	----
21.	98.	70.	5.						36	61	62	4	4	16	25	8	----	41.7	37.5	----	----	44.3	31.3	----
18.					8.8	8.1	10.8	9.0	10	40	70	27	1	1	5	3	----	----	----	----	----	----	----	----
24.	99.	95.	15.		5.3	6.3	6.8	7.2	119	171	84	9	19	70	46	12	55.6	41.8	34.6	31.3	51.0	37.7	32.1	25.5
21.									2	6	14			5	5		----	----	----			----	----	
21.	99.	97.			6.8	7.0	9.3	----	133	53	51		10	21	12		55.9	40.8	32.5	----	52.5	38.3	30.8	
24.	98.	93.							45	45	31	2	9	9	20		52.2	38.9	32.1	----	53.4	35.9	29.9	
23.	ALL	ALL	10.		5.2	6.3	12.3	18.7	30	67	32	4	3	18	19	3	----	36.6	30.3	----	----	34.9	28.2	----
21.		67.	4.		----	0.0	0.0	----	2	2	4		2	4	23	8	----	----	----		----	----	----	----
24.	88.	73.	24.		6.0	5.8	6.0	5.8	7	10	17	4	1	1	20	5	----	----	23.0	----	----	----	21.9	----
30.	87.	29.							12	19	2	1	3	2	7		----	----	----	----	----	----	----	
26.	67.	64.	8.		8.9	9.1	9.1	----	19	14	23	1	5	8	15	2	----	41.5	32.2	----	----	40.1	29.9	----
21.	92.	73.	8.		7.0	7.2	7.0	7.0	7	12	3		5	14	10	7	----	32.2	----		----	30.6	----	----
24.	ALL	73.	80.	6.	12.0	5.1	18.0	17.0	49	29	57	5	19	20	36	12	41.4	37.0	31.2	----	39.6	35.3	31.1	----
29.	88.	64.			5.4	4.9	4.8	----	28	12	11	1	4	2	4	2	----	----	----	----	----	----	----	----
17.	ALL	78.	33.						13	8	6			1			----	----	----			----		
22.					7.5	7.9	8.0		11	12	16		5	16	11		----	34.5	27.9		----	32.7	28.1	
20.	ALL	ALL	ALL	ALL					515	117	197	19	43	37	73	5	73.9	40.5	34.7	----	65.0	31.1	35.5	----
...									2				1				----				----			
22.	ALL	ALL	71.						28	20	12	8	18	14	16	19	35.0	30.8	25.4	20.5	34.4	28.0	24.4	21.3
30.	97.	54.							25	8	10	2	14	16	8	1	35.5	30.3	26.5	----	31.7	27.3	25.7	----
25.	ALL	65.			8.1	10.6	11.3	9.0	526	174	140	39	30	28	32	5	67.0	49.0	37.9	----	58.6	43.3	37.4	----
12.	ALL	94.	82.						29	14	11	1		2			----	----	----	----		----		
4.	82.	52.	14.						53	28	12	3	24	18	10	18	33.8	31.0	26.0	----	31.6	27.0	23.2	----
23.	ALL	ALL	13.		4.5	11.8	17.8		16	38	36		2	6	20		----	35.3	27.9		----	34.0	26.8	
19.	ALL	57.	17.						16	10	19	7	10	13	27	13	38.5	33.0	29.4	26.3	35.9	31.0	28.0	25.1
23.	99.	90.	2.						47	23	23	3	24	27	32	7	48.3	33.9	28.2	----	46.7	34.5	28.0	----
28.	89.	18.							9	9	4	1		2	5		----	----	----	----		----	----	
9.	ALL	95.	34.						26	19	26	10	6	2	15	4	40.2	----	29.1	----	38.8	----	29.8	----
22.	ALL	91.	52.	15.	0.7	6.5	3.0	0.9	36	16	10	8	12	18	19	19	37.1	30.9	26.0	22.9	33.7	27.8	24.6	22.1
27.	97.	89.	9.		5.7	6.1	6.9	6.8	209	201	167	4	20	81	77	12	52.7	40.4	34.9	----	47.6	38.2	30.7	----
12.	ALL	71.			7.0	----	7.3		6	4	3		4	3	7		----	----	----		----	----	----	
21.	ALL	72.	24.		6.9	6.5	6.6	----	3	2	7		9	16	10	3	----	----	27.4		----	----	26.6	----
7.	97.	86.	63.						84	46	50	8	25	31	51	7	42.2	36.9	30.5	23.9	41.1	35.9	29.7	23.5
22.	97.	83.	4.		5.9	6.7	5.9	5.8	79	39	29	1	30	33	40	8	52.5	37.6	28.7	----	51.3	38.1	28.9	----
25.	98.	86.	43.						148	57	29		25	27	18		47.2	40.4	34.8		44.0	37.7	32.4	
25.	ALL	96.	35.						32	17	22	9	6	9	12	7	40.4	31.0	24.0	18.9	35.0	29.0	23.7	20.1
27.	ALL	91.	3.		5.4	4.2	7.6		20	36	20		4	7	17		----	31.0	27.0		----	30.4	26.1	
20.	81.	11.							79	40	27	5	12	15	14	4	52.6	40.0	34.9	----	47.6	34.8	33.1	----
23.	90.	80.	35.		5.9	6.7	7.9		118	116	102	2	18	50	49	3	56.3	42.0	34.0	----	50.5	38.5	32.1	----
21.	94.	80.	21.	6.					161	154	83	7	22	51	31	10	52.5	43.0	36.0	31.9	49.7	39.8	34.0	26.9
23.	98.	86.	6.		7.4	8.3	9.1	9.6	586	262	155	4	59	86	92		56.6	44.4	35.1	----	53.1	42.5	32.8	
23.	96.	94.	25.						134	136	48	1	32	66	45	1	53.7	44.0	36.0	----	48.0	42.8	35.4	----
27.	ALL	93.			4.1	5.0	5.2	----	35	34	26	2	40	20	44	6	56.6	38.7	32.5	----	54.7	39.3	31.3	----
17.	98.	82.	15.						40	39	25	6	5	6	9	5	----	36.5	31.4	----	----	34.7	30.0	----
21.	97.	67.							25	10	8		11	11	19	5	46.9	33.4	26.4		44.6	33.0	25.9	----
19.	ALL	82.			5.8	7.5	9.8	----	4	2	3	1	4	9	13	1	----	----	----	----	----	----	----	----
25.	ALL	ALL			7.6	10.2	11.5		70	21	55		3	12	30		----	39.1	32.3		----	38.8	31.0	
25.	96.	83.	16.		6.4	6.4	6.6		67	63	42		1	6	7		----	41.7	36.9		----	37.4	34.0	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MICHIGAN																				
Adrian College		IIB	3	4	4		32.9	26.0	22.6	----	28.1	3	3	3		42.6	34.6	30.0	----	36.8
Albion College		IIB	1	1	2		40.5	33.7	26.3	----	33.3	1	1	2		49.9	42.8	31.5	----	41.1
Alma College		IIB	2	2	2		38.4	31.4	26.3	----	33.3	2	2	2		49.4	39.6	32.5	----	42.3
Aquinas College		IIB	3	2	3		33.4	30.7	23.5	----	28.0	3	2	3		42.2	38.6	28.9	----	34.9
Calvin College		IIB	2	2	2	2	36.3	31.0	27.1	22.3	33.1	2	2	1	2	44.5	38.4	33.8	28.2	40.8
Center for Creative Studies		IIB	4	3	4	4	31.9	27.8	22.6	19.1	28.5	4	3	4	4	38.0	33.4	27.0	23.2	34.0
Central Michigan University		IIA	2	2	2	2	44.0	37.2	30.4	23.9	35.9	2	1	1	2	55.6	47.7	39.0	30.2	45.7
Concordia College		IIB	4	4	5		28.4	24.4	20.3	----	23.8	4	5	5		36.3	28.4	24.2	----	28.6
Cranbrook Academy of Art		IIB									33.8									42.1
Delta College		III	1	1	1	1	42.3	37.5	32.6	26.0	35.8	1	1	1	1	52.6	47.0	41.3	33.6	45.1
Eastern Michigan University		IIA	3	2	2	1	42.4	36.0	29.9	27.0	36.2	2	2	2	1	53.2	45.8	38.6	35.2	46.0
Grace Bible College		IIB					----	----	----		----					----	----	----		----
Grand Rapids Baptist College		IIB	5	5	5		26.6	23.1	19.6		22.1	5	5	5		32.8	28.0	24.0		27.0
Grand Valley State College		IIA	3	2	4		41.5	34.8	26.7	----	35.7	3	2	3		51.2	43.4	33.8	----	44.4
Hope College		IIB	2	2	3	3	37.0	31.8	25.3	20.9	31.4	2	1	1	2	48.3	42.1	33.8	27.1	41.4
Jordan College		IIB				5	----		----	16.0	16.7				5	----		----	17.9	18.6
Kalamazoo College		IIB	2	2	2		39.6	31.7	26.7	----	34.1	2	2	1		48.5	39.2	33.3	----	42.1
Lake Superior State College		IIB	2	2	1	1	37.3	32.2	28.2	24.1	31.3	2	1	1	1	46.9	40.8	35.9	30.9	39.7
Madonna College	129	IIB	2	3	3	2	36.0	28.8	24.0	21.6	25.7	3	3	3	3	41.9	33.6	27.9	24.9	29.8
Marygrove College		IIA	5	5	5		29.7	24.4	19.8	----	22.8	5	5	5		33.2	28.1	22.9	----	26.2
Mercy College of Detroit		IIB	4	4	4	4	31.9	26.2	21.4	19.2	24.0	4	3	4	4	37.4	32.7	25.7	23.2	29.1
Michigan State University		I	3	3	2	3	51.3	38.7	32.4	24.0	43.0	3	2	2	2	62.6	48.4	41.0	31.1	53.1
Michigan Technological Univ.		IIA	1	1	1	3	51.4	37.8	32.0	22.9	38.3	1*	1	1	2	64.8	48.1	40.8	29.3	48.7
Monroe County Comm. College		III	1	1	1*		42.5	39.2	37.5	----	39.0	1	1*	1*		52.5	49.9	47.8	----	49.2
Nazareth College		IIB		4	4		----	26.5	22.6	----	24.5		4	4		----	29.8	25.2	----	27.4
Northern Michigan University		IIA	3	3	4	3	41.9	34.6	26.7	22.7	33.8	2	2	3	2	53.0	43.9	34.4	29.2	43.1
Northwestern Michigan Coll.	94	III	2	3	2	4	38.8	31.4	27.2	20.5	30.5	2	3	2	4	48.0	39.4	34.5	26.3	38.3
Oakland University		IIA	2	2	1	1*	46.0	36.9	31.8	29.7	38.0	1	1	1*	1*	59.6	48.4	41.9	38.7	49.6
Sacred Heart Seminary Coll.		IIB	5				17.3	----	----	----	17.9	5				22.2	----	----	----	22.9
Siena Heights College		IIB		4	3			26.2	25.2	----	25.0		4	3			31.5	30.0	----	29.8
Spring Arbor College		IIB	5	4	4		27.8	24.9	21.3	----	23.9	4	4	4		33.8	30.5	25.2	----	28.6
Thomas M.Cooley Law School		IIB	1*		1*		69.9	----	38.4		60.5	1*		1*		82.5	----	47.5		72.9
University of Detroit		IIA	3	3	3	5	39.7	33.9	28.0	19.8	33.3	3	3	3	4	48.8	42.0	35.1	25.5	41.3
Univ.of Michigan-Ann Arbor		I	1	1*	1*	4	59.1	44.5	36.8	23.2	47.8	1	1	1*	3	71.2	55.0	46.0	30.0	58.4
Univ.of Michigan-Dearborn		IIA	2	3	2		43.2	33.3	29.5		34.6	2	3	2		53.4	41.8	37.4		43.4
Univ.of Michigan-Flint		IIA	2	2	3		43.7	36.1	29.1	----	33.2	2	2	2		54.0	45.0	36.9	----	41.7
Wayne State University	4	I	3	3	2	4	50.8	38.7	33.7	23.2	40.1	3	3	2	3	61.0	47.5	41.6	29.3	48.8
Western Michigan University		I	5	4	4	5	43.6	35.6	29.7	20.9	37.1	4	4	4	4	53.7	44.1	37.0	26.6	46.0
Western Theological Seminary		IIA	5				33.2	----	----		30.7	5				39.9	----	----		37.0
MINNESOTA																				
Augsburg College	1	IIB	4	4	4		31.3	26.0	22.9	----	26.4	3	4	3		40.1	31.8	28.3	----	33.0
Bemidji State University	1	IIA	2	3	4	5	42.9	34.0	27.3	20.1	33.4	2	3	3	4	53.0	42.5	34.6	26.1	41.8
Bethel College		IIB	3	3	4	3	32.3	27.2	23.0	20.8	26.9	3	3	3	2	41.6	34.9	28.4	25.9	34.2
Carleton College		IIB	1	1*	1	1	47.7	37.3	28.9	25.2	38.9	1	1	1	1	58.7	44.9	34.7	29.2	47.4
College of Saint Benedict		IIB	2	2	2	2	37.8	30.8	25.6	23.3	28.1	2	2	3	2	45.3	37.0	30.4	27.6	33.6
College of St. Catherine		IIB	2	2	3	2	35.8	29.9	25.0	21.6	28.5	2	3	3	2	43.9	36.0	29.7	25.9	34.3
College of St. Scholastica		IIB	2	3	3	2	36.1	29.1	24.8	23.2	26.5	3	3	3	1	42.0	34.0	29.1	28.3	31.3
College of Saint Teresa		IIB		5	5		----	22.5	19.5		21.5		5	5		----	27.0	22.9		25.6
College of Saint Thomas		IIA	2	2	2	2	43.9	35.1	29.8	24.0	32.5	2	3	2	3	54.8	42.6	36.2	29.1	39.6
Concordia College-Moorhead		IIB	2	2	3	3	38.0	31.4	25.0	20.2	30.0	2	2	3	4	45.4	38.6	29.4	23.3	35.9
Concordia College-St. Paul		IIB	5	4	5		26.4	25.4	20.5	----	23.6	5	4	4		32.3	31.1	25.3	----	29.0
Gustavus Adolphus College		IIB	1	1	2		40.0	33.3	26.8	----	33.6	1	1	2		51.6	41.5	32.9	----	42.3
Hamline University	98	IIB	2	3	3		36.7	28.5	25.3		31.8	2	3	2		45.7	35.5	30.5		39.4
Macalester College		IIB	1	1	1	1	46.3	34.0	27.8	23.5	37.2	1	2	1	2	55.5	40.3	33.1	28.1	44.4
Martin Luther College, Dr.		IIB	5				16.2				16.2	5				21.7				21.7
Metropolitan State Univ.	1	IIB	1	1	1		40.7	34.8	27.6	----	33.4	2	1	2		47.3	40.6	32.6	----	39.1
Minneapolis Coll.Art&Design		IIB	3	3	4		32.3	27.1	22.7	----	26.2	4	4	4		37.6	31.7	25.7	----	30.4
Moorhead State University		IIA	2	2	3	4	43.7	35.3	28.5	20.9	34.3	2	2	3	3	53.9	44.0	36.0	27.1	42.8
Northwestern College		IIB	4	4	3		31.2	26.2	24.2	----	26.1	4	4	3		38.0	31.5	29.2	----	31.5
Northwestern Coll. of Chiro.		IIB		2	3		----	31.1	24.1	----	25.6		3	4		----	35.3	27.5	----	29.5
St. Cloud State University	1	IIA	2	3	3	4	43.6	34.6	28.9	21.7	35.6	2	2	2	3	53.7	43.1	36.4	27.9	44.3
St. John's University		IIB	1	1	1	2	42.7	34.1	27.4	22.5	31.7	1	1	1	2	55.7	43.2	33.7	26.3	39.9
Saint Mary's College		IIA	4	5	5		36.3	29.0	22.8	----	29.9	4	5	5		43.7	34.9	26.7	----	35.8
St. Olaf College		IIB	1	1	2	1	43.7	34.0	26.8	24.4	33.2	1	1	2	1	53.5	41.3	31.6	28.4	40.0
St. Paul Bible College		IIB		2	1	3	----	32.7	28.5	21.0	28.8		1	1*	1		41.5	37.1	29.1	37.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.	ALL	82.	21.		5.8	6.9	6.2	----	26	13	11	3	6	4	3	1	32.9	----	----	----	33.1	----	----	----
23.	97.	97.	31.		4.0	5.8	4.6	----	35	23	27	2	4	7	9	1	----	34.8	26.9	----	----	29.9	24.6	----
27.	ALL	69.	7.		6.6	7.3	9.6	----	28	12	10		2	1	5	2	----	----	----		----	----	----	----
25.	ALL	79.	12.		4.1	5.1	6.8	----	16	18	15	1	1	6	18		----	31.0	23.1	----	----	29.9	23.8	
23.									120	32	25	5	12	8	12	6	36.3	30.9	27.5	----	36.1	31.2	26.2	----
19.									24	10	5	4	5	1	1	2	----	----	----	----	----	----	----	----
27.	95.	85.	37.	3.	7.0	7.2	7.0	5.7	171	117	141	30	32	25	61	31	44.5	37.4	30.9	25.0	41.3	36.3	29.2	22.8
20.	ALL	75.	38.		3.1	3.9	3.6	----	6	13	6	1		3	2		----	----	----	----		----	----	
25.																								
26.	ALL	ALL	81.		3.1	3.2	3.6	4.2	34	55	24	9	7	30	28	15	42.3	38.0	33.3	27.5	42.1	36.6	2.0	25.1
27.	98.	85.	37.	20.					228	109	85	9	50	48	78	11	42.9	36.8	31.0	29.1	40.1	34.	28.8	25.3
---									2	1	2						----	----	----					
22.	89.	82.	43.						9	10	14			1	7		----	----	19.8			----	19.2	
24.	93.	78.	21.		5.1	5.1	6.6	----	75	68	17	1	7	29	21	3	41.9	35.3	26.8	----	38.0	33.8	26.6	----
32.	98.	81.	3.						52	39	29	4	3	15	11	4	----	31.9	25.5	----	----	31.3	24.8	----
11.									1		3	9			2	29	----		----	16.6			----	15.9
23.	97.	90.							34	14	12		3	6	5	2	----	32.4	----		----	30.2	----	----
27.	96.	97.	48.		5.5	4.9	6.2	7.3	23	30	18	11	2	9	11	2	----	32.6	28.5	----	----	31.0	27.6	----
16.					5.1	5.2	6.0	5.1	4	7	17	5	5	8	23	13	----	30.6	24.2	----	----	27.1	23.8	----
15.	ALL	95.	13.		6.0	4.8	6.6	7.0	2	8	3	1	4	13	12	4	----	24.4	----	----	----	24.4	----	----
21.	ALL	79.	6.		3.0	5.5	3.3	3.9	7	12	11		5	17	21	16	----	27.7	20.9		----	25.1	21.6	----
24.	99.	93.	5.		10.8	12.3	13.7	10.6	889	333	284	30	101	116	163	46	51.9	39.4	33.4	24.6	46.0	36.7	30.6	23.6
27.	96.	90.	20.		4.4	5.2	4.7	4.5	74	107	88	12	3	17	14	8	----	38.5	32.3	22.9	----	33.8	30.0	22.9
26.	93.	92.	89.						14	11	14	3	1	1	5	1	----	----	----	----	----	----	----	----
12.		91.	6.		----	1.3	8.6	----	1	2	8		3	9	9	5	----	----	23.3		----	----	22.0	----
27.	99.	93.	21.		6.2	7.1	7.7	13.3	127	54	24	27	12	27	33	18	42.2	35.4	28.1	23.8	38.3	33.0	25.6	21.1
26.	ALL	96.	93.	59.	5.3	1.8	4.6	2.9	28	20	15	9	1	5	14	8	----	----	27.3	20.9	----	----	27.1	20.1
31.	ALL	93.	6.		7.7	8.2	8.7	7.4	99	99	57	3	9	30	42	11	46.4	37.4	33.4	----	41.8	35.2	29.7	----
28.					3.6	----	----	----	7	2	3	1	1		1		----	----	----	----	----		----	
19.						8.2	8.2	----		10	16	3		6	9			26.4	25.2	----		25.9	25.0	
20.	ALL	76.	31.						11	13	8	2		4	5	2	----	----	----	----		----	----	----
21.	ALL								15	2	2		1		5		----	----	----		----		----	
24.	96.	83.	24.		4.2	2.5	2.4	0.0	69	56	46	5	7	16	26	6	40.2	35.4	30.3	----	35.0	28.9	23.9	----
22.	97.	81.			6.6	7.9	8.8	----	753	260	267	2	67	78	132	11	59.9	45.7	38.3	----	51.0	40.6	33.8	----
25.	ALL	87.			6.9	7.5	8.7		54	48	23		6	13	10		43.6	33.7	30.9		39.4	31.8	26.4	
25.	ALL	91.			5.5	6.0	6.7	----	30	37	28	1	8	10	14	1	44.6	36.5	29.1	----	40.4	34.4	29.2	----
22.	99.	87.	28.						257	218	95	1	26	73	78	8	51.1	38.7	34.6	----	48.3	38.9	32.6	----
24.	ALL	91.	23.		6.9	7.7	7.5	6.7	269	186	100	9	36	56	61	16	44.0	36.1	31.4	23.2	40.4	33.9	26.9	19.6
20.	ALL								5	1	2		1				----	----	----		----			
25.	ALL	75.	11.		10.1	8.7	12.9	----	27	11	17	2	5	9	18	1	----	26.3	23.9	----	----	25.7	22.0	----
25.	ALL	83.	40.		5.5	6.3	6.9	8.4	77	41	41	9	7	11	31	20	42.9	34.5	28.1	19.8	43.3	32.2	26.3	20.2
27.	93.	69.	4.		2.6	2.8	2.8	2.6	25	28	19	4	4	7	7	7	----	27.3	23.1	----	----	27.0	22.9	----
22.	ALL	82.	4.		5.9	8.4	7.9	9.1	66	14	27	5	6	8	20	4	48.0	38.0	29.0	----	44.3	36.0	28.8	----
19.	ALL	94.	23.						4	19	14	5	2	17	25	7	----	30.2	25.7	----	----	31.4	25.6	----
20.	ALL	95.	33.						10	20	6	5	6	24	18	9	36.5	29.6	25.5	----	34.6	30.2	24.9	----
18.	ALL	77.	11.	4.	5.0	5.2	5.8	7.0	1	13	18	7	8	9	19	19	----	29.2	25.9	24.8	----	28.9	23.8	22.6
19.		43.	9.		----	4.0	4.0		1	6	4		1	8	7		----	22.6	----		----	22.4	----	
22.	88.	92.	39.	4.					23	50	68	14	3	11	30	10	----	35.5	31.1	24.5	----	33.2	26.9	23.4
19.	ALL	95.	29.	11.	4.7	5.2	6.5	8.2	45	29	30	11	3	8	19	8	----	31.5	25.5	20.5	----	31.0	24.2	19.9
23.	ALL	88.							14	16	14	1			7		----	----	20.0	----			21.4	
26.	98.	96.	23.		7.3	9.9	8.0	----	39	40	20		4	10	11	5	----	33.7	26.9		----	31.7	26.6	----
24.	97.	91.			8.6	11.0	10.5		35	19	7		3	4	10		----	----	24.4		----	----	26.0	
19.	98.	97.	4.		6.7	8.4	10.8	9.8	50	28	8	6	6	7	15	7	46.4	34.3	27.9	23.9	45.2	32.8	27.8	23.2
34.	ALL								45				5				----				----			
17.	83.	60.	14.						8	7	6	1	4	3	8	1	----	----	28.6	----	----	----	26.8	----
16.					2.9	6.2	10.7	----	11	12	4	3	1	9	8	2	----	27.4	----	----	----	26.6	----	----
25.	96.	79.	44.						72	43	56	10	12	24	38	13	43.8	35.7	28.1	21.2	43.3	34.5	29.0	20.7
21.									9	9	12	2		6	6		----	26.9	25.6	----		25.0	21.6	
15.									1	7	10	1	1	1	7	3	----	----	23.7	----	----	----	24.5	----
24.	95.	68.	41.						189	66	88	17	22	31	52	29	43.7	35.2	29.9	22.7	43.1	33.3	27.2	21.1
26.	89.	98.	21.		5.0	5.9	5.3	5.0	17	43	29	7	1	9	5	3	----	35.2	----	----	----	28.9	----	----
20.	ALL	81.	5.		5.0	5.0	5.0		25	16	13		2	5	7	1	----	----	23.4		----	----	21.7	----
20.	98.	95.	16.		8.8	8.0	9.1	9.6	58	56	39	10	5	18	43	12	----	34.4	27.0	24.0	----	33.0	26.7	24.7
30.		67.	44.						4	9	8	4	1		1	4	----	----	----	----	----		----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MINNESOTA (CONTD)																				
Southwest State University	1	IIB	1	1	1		44.3	35.7	28.8	----	37.2	1	1	1		52.7	43.1	35.3	----	44.8
United Theol.Sem.Twin Cities		IIB	4				28.4	----			26.8	4				35.2	----			33.7
Univ. Minnesota-Twin Cities		I	3	3	2	1	52.1	38.3	32.7	28.8	43.6	3	2	2	1	64.3	48.4	41.8	37.1	54.6
Univ. Minnesota-Duluth	26	IIA	2	2	3	1	43.5	34.9	27.9	27.6	33.7	2	2	3	1	54.5	44.2	35.9	35.6	42.7
Univ. Minnesota-Morris		IIB	1	2	1	2	43.0	32.7	27.4	22.7	31.4	1	1	1	1	53.8	41.6	35.3	29.6	40.0
Univ. Minn.Tech.C.-Crookston		III		2	1			34.0	29.4	----	30.4		2	1			43.0	37.6	----	38.8
Univ. Minn.Tech.Coll.-Waseca	26	III		3	2		----	30.5	27.9	----	29.5		3	2		----	38.9	35.9	----	37.8
Winona State University	1	IIA	2	2	3	5	43.9	34.8	28.7	20.2	36.0	2	2	3	4	53.9	43.2	36.0	26.0	44.7
MISSISSIPPI																				
Alcorn State University		IIB	3	3	4	5	33.5	29.6	22.3	17.1	23.3	3	2	4	5	41.6	36.8	27.7	21.1	29.0
Belhaven College		IIB	5	5	5		27.0	22.1	20.9	----	23.0	5	5	5		32.5	25.9	24.5	----	27.3
Delta State University		IIA	5	5	5	4	33.4	28.3	24.2	20.5	26.9	5	5	5	4	40.0	33.9	29.1	24.8	32.3
Jackson State University		IIA	5	4	4	3	32.9	30.0	26.1	22.5	28.0	5	4	4	3	39.6	36.3	31.7	27.4	33.9
Millsaps College		IIB	2	3	3	4	37.7	29.4	25.0	19.0	29.9	2	3	3	5	45.6	35.3	29.2	21.3	35.7
Mississippi State University		I	5	5	5	4	41.8	32.9	28.5	23.2	34.9	5	5	5	4	49.6	39.3	34.1	27.8	41.6
Mississippi Univ. for Women	1	IIA	5	5	5	5	31.8	29.0	24.2	20.0	26.7	5	5	5	5	38.1	35.1	29.3	24.2	32.3
Mississippi Valley St. Univ.		IIB	4	4	4	4	29.4	25.4	22.2	18.7	24.0	4	4	4	4	35.4	30.8	26.9	22.8	29.1
Reformed Theological Sem.		IIB	3				35.3	----	----		35.4	2				43.0	----	----		42.7
Rust College		IIB		4	5	5	----	24.5	19.5	17.6	19.8		4	5	4	----	29.2	23.7	21.6	24.1
University of Mississippi		I	5	5	5	5	41.3	32.5	28.0	18.4	33.0	5	5	5	5	49.1	38.8	33.6	22.3	39.3
Univ.of Southern Mississippi		I	5	5	5	4	43.6	33.9	29.0	21.3	33.1	5	5	5	5	51.6	40.4	34.6	25.7	39.4
William Carey College		IIB	5	5	5		23.7	20.6	17.2	----	20.3	5	5	5		30.4	26.6	21.3	----	25.6
MISSOURI																				
Assemblies of God Theol.Sem.		IIB		4			----	25.3	----		26.1		4			----	29.8	----		29.7
Avila College		IIB	4	3	4	3	28.5	27.9	22.1	20.1	25.0	4	4	4	4	33.9	31.8	25.2	23.1	28.7
Central Bible College		IIB		5			----	23.4	----	----	22.9		5			----	26.9	----	----	25.9
Central Methodist College		IIB	5	5		5	25.5	20.0		17.0	20.3	5	5		4	31.4	24.9		21.5	25.2
Central Missouri State Univ.		IIA	4	3	3	4	38.8	33.9	28.3	21.4	32.9	4	3	3	4	46.9	41.1	34.5	26.4	39.9
Cottey College		III	5	5	5		28.8	22.9	20.1	----	22.4	5	5	5		34.8	27.9	24.6	----	27.3
Covenant Theological Sem.	1	IIA					----	----	----		23.8					----	----	----		28.9
Culver-Stockton College		IIB	3	4	4		33.7	25.5	21.7	----	25.7	3	4	5		39.8	29.0	24.8	----	29.7
Drury College		IIB	3	2	3		34.1	31.0	24.8	----	29.5	3	3	3		39.8	35.6	28.2	----	34.0
Eden Theological Seminary		IIA					----	----	----		32.8					----	----	----		40.4
Florissant Valley-St.LouisCC	142	III	1	1	2	1	40.7	35.0	28.7	25.6	35.7	2	2	3	2	47.1	40.7	33.7	30.2	41.4
Forest Park-St. Louis Comm.C	141	III	1	1	2	2	40.9	35.4	28.0	23.8	34.2	2	2	3	3	47.3	41.2	32.8	28.3	39.9
Fontbonne College	63	IIB	5	5	5		25.3	20.9	17.0	----	20.3	5	5	5		30.6	25.2	20.3	----	24.4
Harris-Stowe State College		IIB	4	4	2		31.9	25.7	27.0	----	26.9	4	4	2		37.3	30.2	31.6	----	31.5
Kansas City Art Institute		IIB	4	3			30.9	27.6	----		27.5	4	4			36.4	32.2	----		32.0
Lincoln University		IIA	5	5	5	5	32.0	26.0	22.9	19.8	24.0	5	5	5	5	38.0	31.1	27.5	23.9	28.8
Lindenwood College		IIA	5	5	5		29.9	24.6	23.4	----	25.3	5	5	5		35.8	29.9	27.2	----	30.1
Logan Coll.of Chiropractic		IIB		2	1	3	----	30.5	27.6	20.7	26.1		3	2	3	----	34.7	31.5	23.9	29.8
Maryville College		IIB	3	4	5		32.6	26.5	20.2	----	26.5	4	4	5		37.3	30.4	23.7	----	30.6
Meramec -St.Louis Comm.Coll.		III	1	2	2	2	40.6	34.0	27.8	23.1	34.8	2	2	3	3	47.1	39.7	32.7	27.3	40.5
Missouri Baptist College		IIB			5	4	----	----	17.6	19.8	19.7			5	3	----	----	21.9	24.6	25.2
Missouri Southern State Coll		IIB	2	1	1	1	39.7	33.5	28.0	23.4	31.1	2	2	2	2	44.5	37.8	31.8	26.6	35.1
Missouri Western State Coll.		IIB	2	1	1	2	39.1	33.2	27.5	22.2	30.6	2	2	2	2	44.0	37.6	31.3	25.5	34.8
Nazarene Theol. Seminary		IIB	4				30.5	----	----		30.1	3				39.5	----	----		39.0
Northeast Missouri St. Univ.		IIA	3	3	3	3	40.3	34.0	28.2	23.1	31.2	4	3	4	3	47.1	39.8	33.2	27.3	36.6
Northwest Missouri St. Univ.	101	IIA	4	4	4	4	36.5	30.9	25.6	21.5	29.2	4	4	5	4	42.9	36.4	30.1	25.5	34.4
Park College		IIB	5	5	5		26.5	21.3	18.5	----	21.8	5	5	5		32.2	25.3	21.7	----	25.9
Rockhurst College		IIB	2	1	2	2	38.4	35.6	27.1	22.5	31.7	2	1	2	2	46.1	41.6	31.2	27.3	37.2
St.Louis College of Pharmacy		IIB		1	1*		----	34.1	29.8	----	32.4		2	1		----	39.4	33.8	----	37.0
Saint Louis Univ.-Main	6	I	4	4	4	2	47.0	34.0	29.9	26.5	37.9	4	5	5	3	54.9	39.9	35.4	30.8	44.5
School of the Ozarks		IIB	4	4	4		31.3	26.0	23.1		26.7	4	4	4		36.9	30.8	27.5		31.6
Southeast Missouri St. Univ.		IIA	3	3	3	2	39.5	33.1	28.6	24.1	32.3	4	4	3	3	45.8	38.4	33.3	28.2	37.5
Southwest Baptist University		IIB	4	5	4	4	28.9	22.0	21.1	19.7	23.4	4	5	4	3	35.6	28.1	26.7	25.2	29.5
Southwest Missouri St. Univ.		IIA	3	3	3	4	40.8	34.7	29.0	21.9	32.8	4	3	3	4	47.5	40.5	34.1	25.9	38.4
Univ.of Missouri-Columbia		I	4	4	4	4	44.6	34.0	30.4	22.3	36.6	5	5	4	4	52.6	40.4	36.0	26.5	43.3
Univ.of Missouri-Kansas City		I	5	5	5	5	43.1	33.8	28.9	19.9	35.5	5	5	5	5	50.8	40.1	34.2	23.7	42.0
Univ.of Missouri-Rolla		I	4	4	2		47.5	37.0	33.1	----	41.3	4	4	3		56.0	44.2	39.3	----	48.9
Univ.of Missouri-St. Louis		IIA	2	3	2	1*	44.5	33.5	30.1	31.7	35.7	3	3	3	1*	52.4	39.9	35.6	37.5	42.2
Washington University		I	2	3	3	2	55.3	38.8	32.1	25.7	44.3	2	3	3	3	67.6	46.9	37.7	30.3	53.6
Westminster College		IIB	3	3	3		34.2	28.6	24.7	----	28.3	3	3	3		40.9	33.9	29.1	----	33.5
William Jewell College		IIB	3	3	4	3	32.5	27.1	22.8	20.7	27.0	3	3	3	3	40.0	33.6	28.4	24.5	33.3
William Woods College		IIB	5	5	5	5	23.9	19.7	17.8	16.0	19.0	5	5	5	5	29.2	24.2	21.9	19.8	23.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	98.	81.	22.						42	26	16	3	2	6	7	1	----	35.6	29.6	----	----	36.1	26.8	----
26.	ALL				10.2	----			7					4			----					----		
25.	98.	93.	10.	17.					694	350	196	6	86	133	137	17	52.6	39.3	34.2	30.2	48.0	35.7	30.5	28.3
27.	ALL	92.	26.	42.					54	69	57	16	3	24	32	10	----	35.6	28.5	28.2	----	32.9	26.8	26.7
27.	92.	ALL	20.	18.					22	17	23	13	2	5	7	9	----	----	27.4	23.5	----	----	27.4	21.5
28.		ALL	85.							13	18	2		1	9	2		----	30.3	----		----	27.8	----
28.		ALL	43.						4	11	10			2	4	2	----	----	----			----	----	----
24.	93.	74.	38.	7.					81	40	29	8	9	25	23	7	44.0	35.1	28.9	18.4	42.7	34.3	28.4	22.3
24.	89.	41.	12.		13.8	17.8	7.2	8.0	12	22	22	26	6	7	20	25	32.0	29.6	22.0	17.2	36.4	29.7	22.6	16.9
19.	36.	50.							10	6	7		1	2	6	1	----	----	22.4		----	----	19.0	----
20.	79.	32.	8.		5.3	11.4	6.1	6.6	51	14	30	21	10	5	19	25	33.6	----	24.6	21.9	32.4	----	23.6	19.4
21.	97.	72.	41.						40	46	53	26	23	26	35	25	34.3	31.8	28.1	24.2	30.4	27.0	23.3	20.8
19.	92.	80.	10.		6.2	6.2	8.3	----	23	22	16	1	1	8	5	5	----	29.5	----	----	----	29.0	----	----
19.	93.	73.	21.						341	169	127	32	26	37	48	37	42.1	33.9	29.6	26.8	37.8	28.5	25.8	20.1
21.	93.	93.	45.						21	3	11	1	19	12	20	22	33.5	----	24.7	----	29.8	----	23.9	----
21.	74.	57.	31.		4.8	4.8	5.1	7.5	18	20	26	8	5	1	22	4	----	----	22.6	----	----	----	21.7	----
20.					3.9	----	----		9	2	2						----	----	----					
21.		22.	20.						3	8	11	7	1	1	4	10	----	----	----	17.6	----	----	----	17.7
19.	96.	79.	17.						129	102	75	17	9	19	34	22	41.7	32.7	29.6	18.8	36.3	31.5	24.6	18.0
19.	91.	69.	20.		7.4	8.3	7.5	7.8	141	117	106	26	10	39	73	56	43.9	34.4	30.2	21.8	40.7	32.3	27.2	21.1
26.	40.		22.						11	8	9	2	4	5	9	3	----	----	17.7	----	----	----	16.8	----
14.									2	6	1						----	----	----					
15.									4	11	6	2	3	7	9	5	----	26.6	22.8	----	----	29.9	21.6	----
13.									4	7	4	2	1	4	1	3	----	----	----	----	----	----	----	----
24.	ALL	53.							10	20		5		12		9	----	20.9		----		18.6		----
21.	97.	92.	48.	8.	6.3	8.7	7.4	5.0	133	92	75	15	21	14	37	24	38.9	33.9	28.7	21.7	38.5	33.6	27.5	21.2
22.	ALL	88.	36.						3	5	3	2	4	3	8	3	----	----	----	----	----	----	----	----
22.									2	2	4						----	----	----					
16.	90.	75.	18.		5.2	7.3	7.7		9	9	12	1	1	3	5		----	----	----	----	----	----	----	
15.	97.	42.	6.		3.8	4.9	5.8	----	28	16	10	2	3	3	7	1	----	----	26.3	----	----	----	22.7	----
23.									5		2			2			----		----			----		
16.									41	37	16	3	19	14	14	3	41.3	35.5	29.2	----	39.5	33.7	28.1	----
16.									25	26	7	7	11	18	18	6	41.2	35.7	28.3	24.0	40.2	35.1	27.8	23.7
20.	ALL	71.	7.		15.6	12.7	8.6	----	5	6	6	3	5	15	9	2	----	21.0	17.1	----	----	20.8	16.9	----
17.	88.	ALL	85.						5	4	2	3	3	2	11	2	----	----	----	----	----	----	----	----
16.	ALL	83.			3.1	12.4	----		14	11	1		1	1	3		----	----	----		----	----	----	
20.	ALL	53.	23.						17	15	24	17	5	4	16	17	----	----	23.6	20.1	----	----	21.7	19.5
19.	82.	ALL	31.		6.1	6.4	6.8	----	10	14	6		1	7	10	1	----	25.2	25.2		----	23.4	22.4	----
14.		13.							3	6	6	8	1	2	2	7	----	----	----	21.6	----	----	----	19.6
15.	ALL	50.			9.8	8.6	11.4	----	16	5	4		7	9	16	3	32.4	----	----		33.0	----	----	----
17.									52	34	16	2	19	20	22	7	40.9	34.9	29.1	----	39.7	32.4	26.9	----
28.									3	1	5	6		2	2	1	----	----	----	----		----	----	----
13.	89.	92.	54.	4.	4.3	5.2	5.0	5.6	34	34	43	19	3	4	22	8	----	----	28.5	23.7	----	----	27.1	22.5
13.	ALL	88.	47.		13.0	11.7	11.0	10.1	29	25	44	4	4	7	29	10	----	33.2	28.1	----	----	33.2	26.6	----
30.	ALL				3.1	----	----		12	2	2						----	----	----					
17.	ALL	83.	33.	13.	4.0	8.3	4.6	6.1	53	54	76	14	6	18	43	31	40.4	34.1	28.4	24.8	39.9	33.6	27.9	22.4
18.	97.	54.	33.						53	35	57	9	6	6	30	15	36.2	31.4	25.8	21.6	38.5	27.8	25.2	21.4
19.	ALL	33.			4.5	4.8	4.5		9	7	7			2	4	1	----	----	----			----	----	----
17.	92.	92.	20.						8	18	16	3	4	7	9	4	----	30.7	27.7	----	----	48.1	26.1	----
14.		33.	19.		----	4.4	5.3	----	5	6	7	1		3	9	1	----	----	32.6	----		----	27.7	----
17.	ALL	96.	19.	17.	4.0	4.1	5.4	5.6	115	59	43	6	15	31	25	18	47.6	34.3	29.9	25.0	42.1	33.5	29.9	26.9
19.	ALL	90.	32.		9.6	8.8	8.4		24	15	23		6	6	11		31.5	26.0	23.6		30.5	25.9	22.0	
16.	93.	76.	45.	13.	4.2	5.1	5.8	7.5	102	76	82	26	13	20	41	30	39.7	33.1	28.6	24.7	38.5	32.9	28.4	23.5
26.	80.	83.	44.	6.	3.0	3.0	3.0	3.0	21	19	12	7	4	4	6	10	----	----	21.4	21.1	----	----	20.6	18.8
17.	96.	86.	33.	29.	4.0	4.6	5.1	5.5	175	115	94	43	18	28	54	33	41.0	34.8	29.3	22.0	39.0	34.1	28.5	21.7
18.	99.	87.	10.	3.	6.2	6.2	6.5	5.7	344	210	143	25	20	48	74	38	44.8	34.3	31.2	24.6	41.1	32.7	28.8	20.8
18.	99.	86.	50.	11.	5.3	5.2	6.1	8.0	163	126	78	6	17	32	45	13	43.4	34.7	30.1	18.6	40.2	30.1	26.8	20.4
18.	ALL	95.	16.		6.4	6.6	7.1	----	124	68	45	1	1	6	6	1	----	37.6	33.3	----	----	29.8	31.1	----
18.	99.	98.	15.		7.4	6.5	6.3	----	76	82	58	5	8	29	28	1	44.7	33.9	31.0	----	42.3	32.6	28.2	----
21.	96.	73.	1.						264	109	121	5	21	19	38	7	55.7	39.5	32.8	----	49.6	35.0	30.1	----
18.	92.	ALL	27.		4.1	5.7	5.7	----	12	19	10	1		3	1	4	----	----	----	----		----	----	----
23.	97.	81.	36.		5.2	5.7	5.0	6.4	23	14	13	3	7	7	15	5	33.4	27.1	23.7	----	29.5	27.1	21.9	----
23.	ALL	83.	15.						7	7	6	3	3	5	7	11	----	----	18.3	----	----	----	17.3	----

APPENDIX 1

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MONTANA																				
Carroll College	68	IIB	3	4	4		32.2	26.6	22.3	----	25.7	3	4	4		38.6	30.5	25.9	----	29.9
College of Great Falls		IIB	5	5	5		25.0	21.3	19.4	----	21.2	5	5	5		29.1	24.7	22.2	----	24.5
Eastern Montana College		IIA	5	5	5	4	30.7	27.1	23.7	20.5	26.7	5	5	5	4	36.9	32.7	28.8	25.1	32.2
Montana Coll.Min.Sci.& Tech.		IIA	4	3	4	4	38.1	33.2	26.2	21.9	32.9	4	3	4	3	45.4	40.0	31.8	27.3	39.5
Montana State University		IIA	4	4	4	5	38.6	30.5	26.0	18.1	31.4	4	4	4	5	45.7	36.5	31.3	22.3	37.5
Northern Montana College		IIA	5	5	5	4	31.2	27.5	24.3	21.1	25.0	5	5	5	4	37.2	33.0	29.3	25.7	30.1
Rocky Mountain College		IIB		5	5		----	23.7	19.8	----	22.3		5	5		----	28.1	23.2	----	26.3
University of Montana		I	5	5	5	5	34.1	27.6	24.6	20.0	30.5	5	5	5	5	40.7	33.2	29.8	24.5	36.6
Western Montana College		IIA	5	5	5		32.0	25.1	21.5	----	24.4	5	5	5		38.2	30.3	26.2	----	29.5
NEBRASKA																				
Bellevue College		IIB		4	5		----	24.2	20.7	----	21.2		5	5		----	28.0	24.0	----	24.5
Chadron State College		IIA	4	5	5	5	35.7	27.7	24.0	18.3	28.1	5	5	5	5	41.6	32.5	28.3	21.9	32.9
College of Saint Mary	1	IIB		4	4	2	----	25.2	22.8	22.0	23.7		5	4	3	----	28.7	25.8	24.8	26.8
Concordia Teachers College		IIA	5	5	5		24.4	21.9	19.1	----	21.9	5	5	5		30.0	27.3	24.0	----	27.2
Creighton University		IIA	2	3	4	4	45.2	33.9	26.9	21.3	32.9	3	4	5	5	51.5	38.8	30.3	23.8	37.3
Dana College		IIB	5	5	5		23.5	22.0	20.5	----	21.5	5	5	5		28.4	27.2	24.9	----	26.1
Doane College		IIB	3	3	4		32.1	27.2	22.4	----	26.1	4	4	4		37.5	32.0	25.9	----	30.3
Grace College of the Bible	4	IIB									16.6									21.1
Hastings College		IIB	4	4	4	4	30.2	26.6	22.4	18.8	25.1	4	4	4	4	36.7	32.4	27.7	22.0	30.5
Kearney State College		IIA	4	5	5	5	35.4	29.4	24.2	19.3	27.3	5	5	5	5	41.1	34.3	28.4	22.9	32.0
Midland Lutheran College		IIB	4	4	4	3	29.2	25.1	23.0	20.3	24.3	4	4	4	3	35.9	31.2	27.4	24.0	29.4
Nebraska Christian College		IIB					----	----			----					----	----			----
Nebraska Wesleyan University		IIB	3	3	3		34.9	28.5	25.0	----	29.9	3	3	3		41.8	34.4	29.7	----	35.8
Peru State College		IIB	3	3	2	3	35.1	28.3	25.7	20.4	27.5	3	3	3	3	41.0	33.3	30.2	24.1	32.3
Platte Valley Bible College		IIB									----									----
Union College		IIB	5	5	5		23.9	21.3	20.4	----	21.6	5	5	5		28.2	25.3	24.3	----	25.7
Univ.of Nebraska-Lincoln	1	I	5	5	5	5	41.5	32.0	28.0	18.5	35.1	5	5	5	5	48.6	38.0	33.4	22.6	41.5
Univ.of Nebraska at Omaha		IIA	4	5	4	2	36.8	29.1	25.7	25.6	30.4	4	5	4	2	43.4	34.7	30.8	30.7	36.1
Wayne State College		IIA	5	5	5	4	34.9	28.8	24.6	21.4	28.2	5	5	5	4	40.7	34.0	29.3	25.5	33.3
York College		III					----	----	----	----	21.0					----	----	----	----	23.1
NEVADA																				
Truckee Meadows Comm.College		III		2	2			32.7	27.1		30.6		3	3			38.6	32.3		36.2
University of Nevada, Reno	4	I	4	4	3		47.0	36.9	31.6	----	38.4	5	4	4		53.5	42.3	36.5	----	44.0
University of Nevada,L.Vegas	3	IIA	1	1	1	1*	47.1	38.6	31.8	29.2	37.2	2	2	2	1	53.6	44.2	36.8	33.8	42.7
NEW HAMPSHIRE																				
Colby-Sawyer College		IIB	5	5	5		26.7	21.9	20.4	----	22.5	5	5	5		32.1	26.5	24.8	----	27.2
Dartmouth College		I	2	2	2	2	56.7	40.4	33.9	26.8	45.6	1	2	2	2	70.9	51.2	41.7	32.7	56.9
Franklin Pierce College		IIB	4	4	4		31.3	26.8	21.1	----	26.4	3	3	4		40.0	34.4	26.6	----	33.7
Franklin Pierce Law Center		IIB	1*				55.4		----		53.9	1*				64.6		----		62.8
N.H. Voc.-Tech.Coll.-Clrmont		III	5	5	5		28.1	22.3	21.5	----	23.3	5	5	5		33.1	26.6	25.7	----	27.8
N.H. Voc.-Tech. Col.-Laconia		III	5				27.8	----	----		26.8	5				33.3	----	----		32.1
N.H. Voc.-Tech.C.-Manchester		III	5	5			26.8	22.6	----	----	24.9	5	5			31.6	27.0	----	----	29.5
N.H. Voc.-Tech.Coll-Stratham		III	5	5			24.5	23.0	----		23.7	5	5			29.4	27.8	----		28.5
Plymouth State College		IIA	4	4	4	2	39.0	31.3	26.9	23.8	32.3	4	4	4	3	45.8	37.0	32.0	28.4	38.2
Rivier College		IIA		5	5		----	26.8	22.5	----	25.5		5	5		----	31.3	25.7	----	29.8
Saint Anselm College		IIB	2	1	1	2	38.3	33.7	27.5	21.5	30.2	2	1	2	2	45.7	41.0	33.0	25.8	36.3
University of New Hampshire	5	I	4	4	4		45.7	35.3	29.4	----	37.1	4	4	4		55.2	43.3	36.4	----	45.3
NEW JERSEY																				
Atlantic Community College		III	2	2	1		38.7	34.6	29.5	----	32.9	2	2	2		47.7	42.8	36.9	----	40.8
Bloomfield College	26	IIB	3	3	3		33.2	27.8	23.7	----	27.8	3	3	3		41.7	35.3	30.4	----	34.7
Brookdale Community College		III	1	2	2	4	40.6	34.5	27.3	20.6	32.2	2	2	3	4	49.0	41.9	33.6	25.9	39.3
Caldwell College		III	4	5	5		32.5	24.5	17.8	----	23.2	4	5	5		38.6	30.1	21.2	----	27.9
Centenary College		IIB		5	5	5	----	23.9	20.3	16.2	21.1		5	5	5	----	28.4	23.5	18.1	25.0
County College of Morris	27	III	1	2	2	3	41.9	34.3	28.1	22.3	32.8	2	2	2	3	50.1	41.3	34.2	27.5	39.5
Cumberland County College		III		1	1	1*	----	37.6	33.5	30.4	35.3		1	1	1	----	46.4	39.8	37.9	42.9
Drew University		I	5	4	5	3	44.3	34.6	25.9	24.2	35.7	4	4	5	3	54.7	43.3	32.0	29.4	44.1
Fairleigh Dickinson Univ.	72	IIA	2	2	1	3	43.7	37.0	31.3	22.3	38.1	2	2	2	4	53.5	45.5	37.4	26.0	46.5
Felician College		IIB		5	4	4	----	22.5	21.4	18.5	20.8		5	5	5	----	27.2	24.8	21.1	24.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	ALL	70.	23.		5.5	5.6	5.6		9	17	13		2	6	13	1	----	26.5	23.2		----	26.9	21.4	----
15.	ALL	64.	13.		3.3	3.9	4.7	----	9	10	6	1		1	2	4	----	----	----	----		----	----	----
21.	ALL	52.	29.		0.0	0.1	0.8	----	36	38	16	8	6	8	19	5	30.8	27.4	24.4	----	30.0	26.0	23.1	----
20.	94.	81.							31	24	12	3		3	4	3	----	----	----	----		----	----	----
19.	93.	74.	21.	8.	1.3	0.3	0.3	----	153	117	87	6	5	28	56	6	----	30.5	26.6	17.0	----	30.6	25.1	19.3
21.	ALL	72.	55.	13.	0.0	0.0	0.0	0.0	16	13	15	19		5	5	11	----	----	----	21.0		----	----	21.3
18.		88.	20.		----	0.0	0.0	----	5	7	6	2		1	4	2	----	----	----	----		----	----	----
20.	98.	62.	2.		0.7	1.6	3.3	----	182	70	39	7	18	25	12	6	34.2	27.9	25.5	20.6	33.5	26.7	21.6	19.3
21.	ALL	40.	24.		0.0	0.0	1.0		6	13	9			2	8	1	----	----	21.6			----	21.5	----
16.									3	8	12	3		3	5	1	----	----	----	----		----	----	----
17.	97.	67.	29.	13.	4.0	3.2	5.4	5.4	30	14	14	12		1	3	4	----	----	----	----		----	----	----
13.										8	1	2	3	4	15	5		----	----	----	----	----	----	----
24.	ALL	71.							20	11	7	2	1	3	6	1	----	----	20.3	----	----	----	17.8	----
13.	92.	85.	38.	7.	2.7	4.4	3.5	10.1	62	85	53	11	2	17	49	4	----	34.6	28.3	----	----	30.2	25.4	----
21.	ALL	ALL	50.		2.9	3.3	3.7	----	7	9	6	3	1		6	1	----	----	21.0	----	----		20.0	----
16.	ALL	69.	5.						10	10	13		2	3	7	2	----	----	22.5		----	----	22.3	----
27.																								
22.	94.	88.	31.		3.7	3.9	3.5	6.1	15	16	11	4	1	1	5	6	----	----	----	----	----	----	----	----
17.	96.	76.	33.	17.	3.2	4.7	7.5	6.1	78	50	73	24	7	8	31	30	35.5	29.3	24.3	18.8	33.6	29.6	23.9	19.7
21.	ALL	90.	39.						8	7	13	2	2	3	10	5	----	----	24.0	----	----	----	21.7	----
---									3	2							----	----						
20.	94.	95.	42.		5.6	5.2	5.8	----	30	12	13	3	3	8	6	2	----	29.0	25.3	----	----	27.8	24.2	----
17.	91.	62.	43.	29.					10	13	13	5	1		1	2	----	----	----	----	----		----	----
---																								
19.	60.	25.							11	8	7	1	4	4	9	4	----	----	21.9	----	----	----	19.3	----
18.	98.	84.	13.		4.6	5.8	7.0	10.9	437	226	162	10	25	43	71	16	41.7	32.4	29.0	19.4	38.3	30.1	25.7	17.9
19.	98.	87.	24.		9.1	11.0	10.2	19.0	123	95	61	16	9	31	33	15	36.9	29.5	26.2	27.8	34.8	27.8	24.8	23.4
18.	ALL	72.	43.	7.	3.0	3.0	3.0	3.0	18	26	7	9	1	6	7	5	----	28.9	24.4	----	----	28.6	24.7	----
10.									3	3	4	2			1	1	----	----	----	----			----	----
18.		95.	21.							23	8			17	16			33.4	26.0			31.7	27.7	
15.	94.	66.	5.		5.3	5.6	6.0	----	110	98	51		11	26	30	1	47.2	37.7	32.3		44.9	33.7	30.4	----
15.	88.	86.	26.						97	106	78	7	14	19	29	14	47.6	38.5	32.2	30.0	44.0	39.1	31.0	28.7
21.	88.	ALL	43.		0.0	0.0	0.0	----	5	6	2	1	3	8	5	2	----	21.6	----	----	----	22.1	----	----
25.	99.	87.			8.6	10.2	11.2	12.7	161	46	70	7	9	24	42	4	57.1	41.6	34.8	----	48.8	38.2	32.6	----
28.									18	17	13	1	3	5	4	2	----	----	----	----	----	----	----	----
16.	ALL				11.8		----		12				2		2		----				----		----	
19.	75.	12.	13.						6	4	1		2	13	7	1	----	----	----		----	----	----	----
20.	ALL								14	4	1		1	1			----	----	----		----	----		
19.									20	9	1		6	8		1	26.5	23.0	----		27.7	22.2		----
20.									7	3	2		8	3	3		23.3	----	----		25.5	----	----	
18.	ALL	93.	28.						45	35	27	3	5	10	13	6	----	31.7	27.5	----	----	29.8	25.7	----
17.		36.							1	10	9		2	12	4	5	----	28.2	----		----	25.5	----	----
20.	76.	89.	41.						21	14	31	9	4	4	18	6	----	----	26.7	21.8	----	----	28.9	21.1
22.	98.	96.	7.		6.9	7.0	8.1	----	174	164	92	1	7	67	54	3	45.8	35.8	30.9	----	43.5	34.2	26.7	----
24.	ALL	ALL	58.						11	17	14	2	3	11	17	2	----	35.3	32.7	----	----	33.5	26.9	----
25.	ALL	85.	18.						8	9	8		3	4	3	3	----	----	----		----	----	----	----
22.	ALL	98.	74.						36	29	20	6	13	15	19	22	41.2	34.5	28.8	19.8	39.2	34.3	25.6	20.8
20.	ALL	90.							3	6	2	1	3	4	8	1	----	----	----	----	----	----	----	----
18.		50.			----	----	5.4	----	3	3	5	2		3	9	5	----	----	----	----		----	----	----
21.	ALL	97.	80.	29.					27	49	27	3	9	28	32	14	42.5	34.7	29.0	----	40.1	33.8	27.4	----
22.		75.	88.	57.					4	8	8	5		4	8	2	----	----	36.4	----		----	30.7	----
23.	ALL	97.			7.5	11.1	7.5	7.4	48	20	13	8	15	11	6	7	44.9	34.9	26.6	24.0	42.4	33.9	24.6	24.3
22.	95.	80.	17.		5.6	----	5.8	4.2	155	77	52	6	30	12	14	6	44.0	37.3	31.4	24.8	42.0	34.7	31.1	19.8
15.									1	2	3	1	2	6	12	10	----	----	----	----	----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW JERSEY (CONTD)																				
Georgian Court College		IIB	3	2	2	2	32.7	31.4	27.3	22.2	27.7	4	2	2	2	37.7	36.6	32.3	26.6	32.5
Gloucester County College		III	2	1	1	1*	38.4	36.3	34.9	30.8	35.2	2	1	1	1	47.4	45.0	43.3	38.7	43.8
Hudson County Comm. College		III		5	5	5	----	26.2	22.3	18.0	22.6		4	4	5	----	33.9	28.4	22.9	28.9
Jersey City State College		IIA	1	1*	1		51.7	42.1	32.7	----	41.7	1	1	1		60.5	50.1	39.2	----	49.5
Monmouth College		IIA	2	1	2		45.6	38.1	30.3	----	38.2	2	1	1		56.4	48.0	39.0	----	48.0
Montclair State College		IIA	1	1	1		49.9	41.2	33.1	----	41.3	1	1	1		60.2	50.2	40.8	----	50.3
New Jersey Inst. of Tech.	116	IIA	1*	1*	1*		59.6	47.0	39.3		45.7	1*	1*	1*		72.9	59.0	49.8		57.0
Ocean County College		III	1*	1*	1	2	45.1	40.2	32.0	23.4	35.3	1	1	1	3	53.8	48.1	38.7	28.9	42.5
Princeton Theol. Seminary		I	2		2		55.0	----	34.0		47.2	1		1		73.0	----	44.4		62.5
Princeton University		I	1*	1	2	1	67.8	42.3	32.8	28.6	52.0	1	2	4	2	76.7	48.2	37.5	32.8	59.1
Rider College		IIA	1	1	1*		47.5	39.9	34.3	----	40.2	2	1	1*		57.1	49.0	42.4	----	49.1
Rutgers,State Univ.-Camden	10	IIA	1*	1*	1*	1	64.6	45.5	35.4	25.7	46.4	1*	1*	1*	1	76.3	55.3	43.5	32.2	56.1
Rutgers,State Univ.-Newark	10	IIA	1*	1*	1*	1	63.9	46.9	37.6	28.1	49.1	1*	1*	1*	1	75.6	56.9	46.1	35.0	59.1
Rutgers,State Univ.-N.Brswck	10	I	1	1	1	2	61.6	44.1	34.5	25.1	47.2	1	1	2	2	73.1	53.7	42.4	31.4	57.0
Saint Peter's College		IIB	2	3	3	2	35.8	28.7	24.7	21.7	29.1	2	3	3	2	43.6	34.5	30.3	26.1	35.3
Seton Hall University		IIA	2	1	2	1	44.2	38.4	29.6	28.5	36.9	2	1	2	1*	54.7	48.0	37.8	36.5	46.3
Trenton State College		IIA	1	1	1		48.2	39.3	31.4	----	38.7	1	1	2		58.0	48.1	38.9	----	47.2
Union County College	119	III	1	2	2	2	43.0	34.2	28.6	24.2	32.8	2	3	3	3	49.1	39.5	33.4	28.6	37.9
Westminster Choir College		IIA	4	5	5		36.1	27.8	18.8	----	25.3	4	5	5		42.7	33.0	22.5	----	30.1
William Paterson College		IIB	1*	1*	1*	1*	50.8	40.9	33.7	27.1	42.5	1*	1*	1*	1*	62.5	51.3	42.4	43.0	53.1
NEW MEXICO																				
College of Santa Fe	1	IIB	5	5	5		23.7	22.6	19.9		21.8	5	5	5		27.2	26.0	23.0		25.1
Eastern New Mexico Univ.		IIA	4	4	4	3	37.6	31.8	27.0	22.3	29.8	4	4	4	3	45.2	38.3	32.8	27.2	36.1
Eastern New Mexico U-Roswell		III				2		----	----	24.0	24.7				3		----	----	28.9	29.7
New Mexico Highlands Univ.		IIA	5	4	5	3	35.1	30.3	25.3	22.3	30.3	5	5	5	4	40.9	35.4	29.2	25.3	35.3
New Mexico Inst. Min.&Tech.		I	5	5	5		37.9	31.7	28.8		33.5	5	5	5		45.9	38.7	35.3		40.8
New Mexico Military Inst.		III		4	3	2	----	29.1	25.1	23.5	26.3		4	4	3	----	34.8	30.2	28.3	31.6
New Mexico St. Univ- Main	1	I	5	5	5	5	41.4	32.4	28.0	20.2	33.8	5	5	5	5	49.1	38.5	33.3	23.9	40.2
New Mexico St.U.-Alamogordo	1	III		3	4	2	----	30.4	23.9	23.2	26.6		4	4	3	----	36.1	28.4	27.4	31.5
New Mexico St.Univ.-Carlsbad	1	III			3		----	----	25.9	----	27.3			4		----	----	30.8	----	32.4
New Mexico St.Univ.-Grants	1	III			5			----	22.6	----	22.0			5			----	27.2	----	26.4
New Mexico St.Univ.-Dona Ana	1	III			4	3			24.3	22.2	23.3			4	4			28.9	26.4	27.7
San Juan College		III			2	1	----	----	27.2	25.5	26.5			3	2	----	----	33.2	31.1	32.3
St. John's Coll.at Santa Fe		IIB									30.6									40.4
Univ. New Mexico-Albuquerque		I	5	5	5	5	42.9	31.7	27.7	20.1	34.3	5	5	5	5	50.3	37.5	32.8	23.9	40.4
Western New Mexico Univ.		IIA	5	5	5	5	31.8	28.4	23.8	18.3	27.0	5	5	5	5	38.2	34.1	28.9	22.5	32.6
NEW YORK																				
Adelphi University		I	4	3	4		46.7	38.6	30.3	----	38.6	4	3	4		57.2	46.3	35.6	----	46.5
Adirondack Community College		III	3	4	4	4	36.6	28.6	24.5	20.8	29.1	2	3	3	3	47.2	37.4	32.4	28.0	38.0
Albany Law School		IIB	1*				68.2	----	----		63.0	1*				84.1	----	----		77.9
Alfred University		IIA	2	3	3		42.7	34.1	28.5	----	34.6	3	3	3		50.6	40.9	34.4	----	41.3
Alfred U.-NY St Col Ceramics	118	IIA	1	1*	1		50.7	41.7	33.2		42.0	1	1*	1		63.4	52.3	41.1		52.5
Bard College		IIB	1	1	2		41.8	33.0	26.9		35.7	1	1	2		52.1	40.7	32.5		44.1
Barnard College		IIB	1*	1	1*	2	55.9	35.5	30.0	22.5	37.9	1*	1	1*	1	72.4	45.4	39.0	28.7	49.0
Broome Community College		III	2	3	3	1	36.9	31.1	25.7	25.7	30.1	2	2	2	1	48.7	41.5	34.7	34.7	40.2
Canisius College		IIB	1	1	1		40.8	34.6	27.8	----	34.0	1	1	1		49.9	41.9	34.0	----	41.5
Cayoga County Community Coll		III	2	4	4		37.3	29.2	24.8	----	33.9	2	2	3		48.9	40.1	31.7	----	44.5
Cazenovia College		III	5	5	5	5	29.7	24.8	21.9	18.9	23.4	5	5	5	5	35.4	29.6	26.2	22.6	28.0
Clarkson University		IIA	1*	1*	1*	1*	57.5	42.2	35.7	32.0	43.8	1*	1*	1	1*	69.8	51.5	41.4	37.0	52.5
Clinton Community College		III	3	4	3		34.1	28.7	26.2	----	28.8	3	3	3		44.2	36.9	33.5	----	37.1
Colgate University		IIB	1*	1*	1*	1*	52.1	40.0	30.9	26.1	38.7	1*	1*	1	1	65.1	49.4	36.7	29.9	47.3
College of Aeronautics		III	4	3	3		32.6	30.7	26.1	----	29.5	4	3	3		39.8	37.2	31.8	----	35.9
College of Mount St. Vincent		IIB		3	3		----	27.7	24.9	----	26.7		4	3		----	32.4	29.4	----	31.2
College of New Rochelle		IIA	3	3	4	3	40.9	34.1	27.2	23.4	31.4	3	3	3	3	50.1	42.1	33.4	27.4	38.4
College of Saint Rose	87	IIA	4	4	5		35.7	29.9	23.4	----	28.4	5	4	5		42.4	35.8	28.7	----	34.3
Columbia-Greene Comm.College		III	2	2	2	2	38.0	34.1	28.1	23.4	30.9	1	1	1	1	51.4	45.4	38.0	32.1	41.6
Columbia University	74	I	1*	1*	2		64.8	45.8	33.6	----	50.6	1*	1*	1		80.4	58.8	44.2	----	64.0
Columbia U.-Teachers College		I	3	2	4	3	52.0	39.7	30.3	23.3	42.9	2	1	2	3	66.3	51.4	40.0	29.8	55.2
Comm.Coll. of Finger Lakes		III	4	4	4	4	33.6	28.1	23.7	21.0	27.2	3	4	4	4	43.4	36.3	29.6	26.2	34.7
Concordia College		IIB	4	4	5		29.0	24.4	20.1		24.4	4	4	4		35.2	30.5	26.3		30.5
Cooper Union for Adv.Sci&Art		IIB	1	1*	1*		47.8	38.2	33.0		43.4	1	1*	1*		59.1	47.1	41.8		53.7
Cornell Univ.-Endowed Colls.	75	I	1	1	1		59.6	42.3	35.5	----	48.1	1	1	1		74.3	52.8	43.7	----	59.9
Cornell Univ.-Statutory Clls	76	I	3	2	2	3	52.9	40.9	33.3	23.3	42.6	2	1	2	3	69.2	52.8	42.4	29.6	55.1
Corning Community College		III	2	4	4		39.4	29.0	23.6	----	34.2	2	3	4		49.8	37.3	30.7	----	43.6
Dominican Coll. of Blauvelt		IIB		2	2	2	----	31.4	26.5	22.3	27.6		2	2	2	----	38.3	32.5	26.6	33.6
Dutchess Community College		III	1	1	2	3	43.5	36.5	28.5	22.1	33.4	1*	1	2	2	55.5	47.3	36.7	29.7	43.2
D'Youville College		IIB	4	4	4	2	31.5	25.1	21.2	21.6	24.7	4	4	5	3	36.6	28.8	24.4	24.2	28.4

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
						MEN				WOMEN				MEN				WOMEN			
	PR AO AI IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.	77. ALL	7.3	----	7.1	7.9	5	5	7	5	8	1	14	10	----	----	30.0	----	----	----	26.0	----
24.	ALL 96. 95. 46.					13	13	16	8		10	4	5	----	36.7	----	----		35.7	----	----
28.			7.7	7.0	8.5	1	6	10	3		1	10	3	----	----	21.7	----		----	22.9	----
19.	ALL ALL 70.					64	49	47	2	21	25	47		51.7	42.3	33.5	----	51.5	41.8	31.9	
26.	93. 85. 9.					42	58	20	1	2	9	12	3	----	38.3	30.7	----	----	36.7	29.7	----
22.	99. 95. 50.					103	86	82	2	39	50	61	3	50.2	41.7	33.5	----	49.3	40.4	32.6	----
25.	96. 76. 33.					92	94	41		1	12	8		----	47.3	39.5		----	45.0	38.4	
21.	ALL ALL 82. 17.					10	27	10	9	4	16	12	14	----	43.9	35.4	23.5	----	33.8	29.1	23.4
32.	ALL	5.0	----	5.0		19	4	7		3	1	6		----	----	34.0		----	----	34.0	
13.	ALL ALL					331	41	144	8	21	15	42		68.1	42.6	33.4	----	62.5	41.4	30.9	
22.	ALL 99. 12.	6.7	6.0	5.6	----	43	73	32	3	9	20	20	1	48.3	41.1	35.6	----	43.4	35.5	32.2	----
21.	98. 87. 5.					40	72	26	4	4	27	17	4	----	45.4	35.3	----	----	45.6	35.6	----
20.	95. 81. 7.					102	101	55	3	20	53	39	6	64.7	47.5	39.0	----	59.7	45.9	35.7	----
21.	98. 94. 3.					441	306	177	32	62	122	104	27	61.9	44.6	35.5	25.6	59.3	42.7	32.7	24.4
21.	97. 85. 14.	5.2	5.1	5.9	----	26	43	20	4	6	10	9	4	35.6	29.2	25.3	----	36.7	26.8	23.3	----
25.	ALL 83. 40.	4.0	4.0	4.0	4.0	67	72	53	6	9	21	27	5	44.1	37.3	29.8	----	45.2	42.2	29.2	----
22.	98. 97. 61.	8.4	7.9	4.9	----	76	79	77		21	23	53	3	48.3	39.6	31.7		47.9	38.3	30.9	----
16.	ALL 97. 14. 52.					32	34	17	7	8	29	25	26	43.3	34.9	28.9	25.8	42.0	33.3	28.4	23.7
19.	86. 93. 20.					5	8	8		2	7	2	5	----	27.6	----		----	28.0	----	----
25.	94. 92. 49. 17.	11.6	11.8	9.1	7.9	85	69	44	2	28	35	33	4	51.0	41.2	34.2	----	50.3	40.2	33.1	----
15.	88. 67.					8	12	7			6	8		----	23.1	19.3			21.7	20.3	
21.	94. 61. 23.	3.5	3.5	4.1	3.8	27	30	34	10	4	6	23	10	----	32.4	27.4	23.9	----	28.8	26.5	20.6
20.	55.							3	16		1	1	15			----	24.7		----	----	23.4
16.	ALL 63. 24. 14.	10.0	11.9	10.3	10.9	33	26	18	4	6	4	7	3	35.4	----	25.9	----	32.9	----	23.7	----
22.	98. 88.					40	28	23		1	4	2		----	----	----		----	----	----	
20.	ALL 71.					4	14	13	4	1		4	3	----	----	----	----	----		----	----
19.	97. 79. 5. 3.	3.3	3.9	5.1	3.1	198	127	110	16	15	22	51	18	41.7	32.9	28.9	21.9	37.8	29.5	26.1	18.8
19.	ALL 75.	----	----	3.4	----	4	3	5	5		3	3	4	----	----	----	----		----	----	----
19.	30.	----	----	3.3	----	1	2	6	1	1	1	4	1	----	----	----	----	----	----	----	----
20.	43.		----	----	----		1	6	1		1	1	2		----	----	----		----	----	----
19.	62.			4.3	4.4			9	4			4	7			----	----			----	----
22.		----	----	0.0	0.0	4	1	12	23		1	2	18	----	----	----	25.7		----	----	25.1
32.																					
18.	98. 91. 15. 29.	3.7	4.4	4.6	5.2	258	186	122	2	32	59	80	5	43.2	32.4	28.3	----	40.0	29.3	26.9	----
21.	96. 79. 28.					21	13	9	3	3	1	9	3	----	----	23.9	----	----	----	23.7	----
20.	ALL ALL 76.	8.4	8.3	7.8	----	85	56	49	2	16	52	43	2	47.5	42.3	30.1	----	42.8	34.8	30.4	----
31.	ALL ALL 65. 47.					27	11	14	4	4	5	9	11	----	----	24.5	----	----	----	24.6	----
24.		5.8	----			14	2	2		3	2			----	----	----		----	----		
20.	89. 64. 21.					52	41	38	1	2	14	23	3	----	36.1	30.4	----	----	28.3	25.5	----
25.	ALL 67. 81.	7.2	9.0	5.4		17	15	11				5		----	----	----				----	
24.	ALL 67.	6.2	8.5	12.0		27	6	10		3	3	8		----	----	27.3		----	----	26.4	
29.	98. 93.	6.8	6.0	8.4	5.9	24	7	21	9	28	7	25	21	56.2	35.3	29.4	21.5	55.6	35.8	30.5	22.9
34.	97. 91. 49. 47.					30	47	28	8	8	17	29	9	37.4	32.1	26.9	28.0	35.0	28.1	24.4	23.6
22.	98. 91. 22.	7.7	7.7	8.4	----	41	61	34	1	2	6	16	1	----	35.0	28.6	----	----	30.9	26.2	----
31.	ALL ALL ALL	6.0	8.9	10.0	----	41	3	3	3	5	4	5	1	----	----	----	----	----	----	----	----
20.	ALL 83. 33.	5.7	----	9.4	12.4	3		6	2	3	6	6	4	----		23.1	----	----	----	20.6	----
20.	87. 67. 1.	5.1	5.0	4.7	8.9	55	57	56	5		6	11	4	----	42.1	36.3	----		42.5	32.5	----
29.	ALL 95. 44.	8.0	8.0	8.7	----	5	9	6	1	1	10	3		----	30.1	----	----	----	27.4	----	
22.	98. 91.	5.8	6.6	8.1	----	48	42	50	7	2	11	25	5	----	40.4	31.1	----	----	38.4	30.7	----
22.	92. 45. 7.					10	28	14	3	2	3	1		----	----	----	----	----	----	----	
17.	81. 29.	----	5.2	7.2	----		9	5	2	3	18	16	3		28.1	----	----	----	27.5	----	----
22.	ALL 96. 39.	4.5	4.9	5.6	9.9	4	11	7	2	8	16	21	7	----	34.5	28.0	----	----	33.8	27.0	----
21.	91. 88. 15.					8	20	19	2	15	22	21	2	35.5	29.4	23.5	----	35.9	30.3	23.3	----
35.	ALL ALL 36.	7.0	7.0	7.1	7.0	6	10	5	3	2	3	9	5	----	----	----	----	----	----	----	----
26.	92. 30.					431	106	184	2	52	39	80	1	65.9	46.0	33.8	----	56.3	45.2	33.0	----
29.	ALL 81.	5.4	6.4	7.5	9.7	51	17	10	3	15	19	11	8	52.7	41.3	29.7	----	49.5	38.2	30.8	----
28.	ALL ALL 68. 33.	7.1	7.3	7.6	7.5	17	18	10	5	5	7	15	7	----	27.8	24.6	----	----	28.7	23.2	----
25.	ALL 67. 10.	6.0	6.7	9.1	----	9	10	4			2	6		----	----	----			----	----	
24.	94. 83. 22.					34	8	5		1	4	4		----	----	----		----	----	----	
25.	93. 91.	7.0	7.7	8.7	----	420	128	121	2	17	31	38		60.0	42.8	36.4	----	49.9	40.4	32.5	
30.	98. 89. 1.	94.4	6.6	7.4	12.8	286	197	103	8	21	40	50	8	53.1	41.3	33.3	24.4	49.3	39.2	33.3	22.3
27.	ALL 79. 18.					50	11	10	2	10	8	7		40.3	29.1	24.1	----	34.7	28.9	22.9	
22.	ALL 48.	----	7.7	6.8	6.5	1	5	7	3	2	4	20	7	----	----	26.3	----	----	----	26.6	----
29.	ALL 98. 82. 23.	0.0	0.0	0.0	0.0	26	29	14	18	10	13	19	12	44.3	41.1	30.1	21.9	41.6	26.3	27.3	22.4
15.	82. 72. 33.	3.2	3.6	3.2	----	7	8	5	3	4	17	13	4	----	26.0	----	----	----	24.8	----	----

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
NAME OF INSTITUTION		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW YORK																				
Elizabeth Seton College		III		5	5		----	20.1	16.4	----	18.3		5	5		----	23.1	18.3	----	20.7
Elmira College		IIA	5	5	5		34.5	25.7	23.0	----	26.5	4	5	5		42.5	32.1	28.6	----	32.9
Erie Comm.Coll.North Campus		III	3	2	2	3	36.4	32.4	27.7	22.1	31.8	3	2	2	3	46.5	41.6	35.8	28.9	40.8
Erie Comm.Coll. City Campus		III	3		3	3	36.8	----	26.6	22.3	26.9	2		2	3	46.9	----	34.3	28.9	34.6
Erie Comm.Coll. South Campus		III	3	2	3	3	36.5	33.1	26.5	22.6	28.4	3	2	3	3	46.2	42.1	34.0	29.2	36.3
Fashion Inst. of Technology		III	1*	1*	1*	1	60.8	48.3	37.1	29.7	45.9	1*	1*	1*	1	77.6	62.6	48.8	39.6	59.6
Fordham University	77	I	2	1	3	1	56.4	41.6	32.2	28.5	43.0	2	2	3	1	68.5	50.5	39.3	34.4	52.2
Fulton-Montgomery Comm.Coll.		III	2	2	2	4	37.5	33.4	27.6	20.7	31.2	1	1	1	2	52.2	46.8	39.2	30.1	43.8
Genesee Community College		III	4	4	4	4	32.9	27.5	23.0	20.3	30.0	4	4	4	4	42.0	35.1	29.3	25.5	38.4
Hamilton College		IIB	1*	1	1	2	48.9	36.0	28.9	23.0	35.6	1*	1	1	2	61.5	43.8	34.9	28.1	43.7
Hartwick College		IIB	2	1	2		39.1	33.2	26.0		32.7	2	2	3		48.5	39.7	30.0		39.5
Herkimer County Comm.College		III	3	3	4	5	36.4	30.9	23.5	17.9	26.7	2	2	4	4	47.0	40.2	31.0	24.2	35.1
Hilbert College		III				5	----	----	----	17.6	18.4				5	----	----	----	20.9	21.5
Hobart-William Smith Colls.		IIB	1	1	2	2	45.6	35.5	26.5	22.6	35.6	1	1	2	2	57.5	43.4	32.3	27.9	44.2
Hofstra University		I	3	2	2	1	52.2	40.2	33.9	31.8	41.1	3	2	2	1	63.8	49.2	40.2	36.8	49.7
Houghton College	156	IIB	4	4	4		28.4	24.3	21.6	----	24.7	4	4	4		36.6	30.2	26.1	----	30.8
Hudson Valley Comm. College		III	2	2	2	3	38.0	34.0	27.2	22.5	32.0	2	1	2	2	50.2	45.0	36.3	30.3	42.5
Iona College		IIA	2	1	2	1	46.7	38.6	31.0	25.8	36.8	2	2	2	2	57.5	47.1	37.0	29.9	44.6
Ithaca College		IIB	1	1	2	3	43.4	34.5	27.3	20.4	32.3	1	1	1	3	51.8	41.6	33.1	24.9	38.9
Jamestown Community College	79	III	3	3	4	4	36.5	30.0	24.1	19.8	27.4	3	3	4	4	45.4	37.4	30.2	25.0	34.2
Jefferson Community College		III	1	1	3	3	42.7	34.9	25.7	22.8	32.7	1	1	3	2	54.2	44.7	33.4	29.9	42.0
Junior College of Albany		III	5	5	5	4	28.5	24.8	19.5	19.1	23.2	5	5	5	4	36.0	31.7	25.4	24.9	29.8
Keuka College		IIB	5	5	5		24.3	20.8	19.4		21.4	5	5	5		28.5	23.9	22.0		24.7
Le Moyne College		IIB	1	1	2	1	41.3	33.3	27.1	25.1	32.1	1	1	1	1	50.7	41.2	33.6	30.7	39.7
Long Island University	53	IIA	2	2	2	2	45.1	36.6	30.1	24.2	38.0	2	2	2	3	55.3	45.1	36.1	28.5	46.4
Manhattan College		IIA	1	1	2	5	49.9	38.8	31.1	18.1	36.6	1	1	2	5	60.8	48.2	38.0	21.4	45.0
Manhattanville College		IIA	3	2	4		41.5	36.3	27.0	----	34.2	3	2	4		50.9	43.8	32.3	----	41.5
Marist College		IIB	1	1	1	2	43.5	35.5	28.2	22.3	30.7	1	1*	1	2	56.5	46.5	36.4	26.6	39.6
Maryknoll School of Theology		IIB					----	----	----		30.9					----	----	----		35.4
Marymount College		IIB	2	2	2		37.5	31.2	25.9	----	30.6	2	1	1		47.5	40.9	34.2	----	39.9
Marymount Manhattan College		IIB		3	3		----	28.4	24.1	----	27.1		3	3		----	34.0	28.7	----	32.3
Mohawk Valley Comm. College		III	3	3	4	4	34.7	30.1	25.0	21.0	27.2	3	3	4	4	44.1	38.3	31.4	25.8	34.3
Molloy College		IIB	2	3	3	3	38.2	28.8	23.8	19.9	26.1	2	3	3	3	46.0	35.0	29.2	23.6	31.6
Monroe Community College	4	III	1	1	1	2	42.9	36.0	30.1	25.0	35.6	1	1	1	2	54.1	46.7	37.2	30.4	45.0
Mount Saint Mary College		IIB	2	2	3	2	36.4	30.2	25.0	21.5	28.1	2	3	3	3	42.9	35.3	29.3	25.3	33.1
Nassau Community College		III	1*	1*	1*	1	55.7	44.6	36.9	28.1	45.2	1*	1*	1*	1	72.6	59.5	49.2	40.0	59.9
Nazareth Coll. of Rochester	6	IIB	1	2	2	1	39.9	32.9	26.4	24.2	32.3	2	2	2	2	46.9	39.4	31.4	27.8	38.2
New York Inst. of Technology	81	IIA	2	1	2	2	45.0	37.8	30.3	25.5	34.8	2	2	2	2	54.6	45.8	37.4	31.5	42.5
New York University		I	1	1	1*	1	62.5	42.4	37.1	27.5	49.0	1	1	1*	1	76.5	54.2	47.9	36.6	61.4
Niagara County Comm. College		III	2	3	4	3	37.3	31.6	25.0	22.0	30.7	2	2	3	3	46.9	39.9	31.8	28.2	38.8
Onondaga Community College		III	2	5			40.3	20.6			29.0	4	5			40.6	20.8			29.4
Orange County Comm. College		III	1*	1	1	1	44.6	36.7	30.0	25.3	33.9	1*	1	1	1	58.4	48.5	40.2	34.3	45.1
Pace University	82	IIA	1	1	1	1*	51.4	39.8	33.0	30.1	42.3	1	1	1	1*	62.1	48.3	40.6	36.5	51.3
Polytechnic University		IIB	1*	1*	1*		51.3	38.1	35.8	----	45.4	1*	1*	1*		60.3	46.3	43.7	----	53.9
Rensselaer Polytechnic Inst.		I	1	1	1*		59.2	43.0	36.4		48.8	2	1	1		69.3	52.0	43.7		58.0
Rochester Institute of Tech.		IIA	2	2	2	2	43.0	36.6	30.4	25.1	33.7	2	2	2	2	52.7	45.2	37.1	30.5	41.3
Rockefeller University		I	1*	1*	4	2	77.4	44.8	30.5	25.4	38.9	1*	1*	4	3	98.7	56.9	36.6	30.6	48.2
Rockland Community College		III	1	1	2	4	42.7	35.6	27.3	20.5	32.6	1*	1	1	2	57.4	48.9	38.9	30.7	45.4
Russell Sage College		IIA	4	5	5	5	38.5	29.5	25.2	20.1	28.8	4	4	4	4	47.7	37.1	31.9	26.0	36.3
St.Bonaventure University		IIA	4	3	3	2	39.1	33.3	28.4	24.5	32.0	4	3	3	3	45.9	39.6	33.7	27.8	37.7
St. Francis College		IIB	1	1	1	3	43.6	35.0	27.4	21.1	35.0	1	1	1	3	52.5	43.6	33.4	25.4	42.6
St. John Fisher College		IIA	3	4	3	4	39.2	32.1	28.6	21.6	31.9	3	4	4	5	47.9	39.0	33.1	24.5	38.2
St. Lawrence University		IIB	1*	1	1		51.0	37.0	28.1	----	39.5	1*	1*	1		64.7	47.1	35.4	----	50.1
St. Thomas Aquinas College		IIB	2	2	2		37.2	31.5	26.2	----	29.0	2	2	3		43.2	37.5	30.3	----	33.8
Sarah Lawrence College		IIA									37.2									45.7
Schenectady Co. Comm. Coll.		III	3	4	5		36.5	28.9	22.8	----	28.5	2	3	4		46.7	37.5	30.3	----	37.1
Siena College		IIB	2	2	3		39.1	30.2	24.8	----	29.0	1	2	2		50.0	38.8	31.1	----	36.8
Skidmore College		IIB	1	1	1	2	46.2	34.8	28.3	23.2	34.7	1	1	1	1	58.5	44.7	35.8	28.7	44.1
SUNY Agri.Tech.Coll.-Alfred	118	III	1	1	1	2	42.6	36.7	30.4	24.1	35.9	1	1	1	2	53.8	46.9	38.8	31.6	45.7
SUNY Agri.Tech.Coll.-Canton	118	III	2	2	1	1	40.0	33.1	28.9	26.7	34.1	1	2	2	1	51.0	42.2	37.1	33.9	43.6
SUNY Agri.Tech.Coll.-Cobikll	118	III	1	2	2	3	41.2	32.8	28.7	22.9	33.6	1	2	2	3	52.4	41.5	36.7	28.7	42.7
SUNY Agri.Tech.Coll.-Delhi	118	III	2	2	2	3	40.3	33.4	27.7	22.2	32.6	1	2	2	3	51.4	42.7	35.5	29.0	41.7
SUNY Agri.Tech.Coll.-Frmgdle	118	III	1	1	2	2	42.5	35.1	28.4	24.0	34.4	1	1	2	2	53.8	44.7	36.1	30.3	43.6
SUNY Agri.Tech.Coll.-Morsvle	118	III	1	2	2	3	42.5	34.3	27.4	22.8	33.4	1	1	2	3	54.2	44.3	35.2	29.1	42.8
SUNY College at Brockport	118	IIA	1	1	1	2	49.2	40.0	32.8	23.7	39.4	1	1	1	2	61.9	50.6	41.4	31.1	49.8
SUNY College at Buffalo	118	IIA	2	2	3	2	46.0	35.8	28.3	25.3	37.1	1	2	3	1	58.2	45.5	35.6	32.1	47.1
SUNY College at Cortland	118	IIA	2	2	3	3	45.8	34.9	28.1	22.1	37.4	2	2	3	3	57.9	44.3	35.3	28.1	47.2
SUNY College at Fredonia	118	IIA	1	2	2	2	47.7	36.6	30.0	24.9	39.4	1	2	2	2	59.9	46.2	37.4	31.9	49.5
SUNY College at Geneseo	118	IIA	2	2	3	2	46.5	37.0	27.5	23.6	35.3	1	2	3	2	58.6	46.8	34.6	29.5	44.5
SUNY College at New Paltz	118	IIA	2	1	2		46.5	38.2	30.8	----	39.2	1	1	2		58.6	48.2	38.6	----	49.2
SUNY College at Old Westbury	118	IIB	1*	1*	1*		50.8	38.4	29.8	----	37.1	1*	1*	1*		63.1	48.5	37.7	----	46.5
SUNY College at Oneonta	118	IIA	2	2	2		46.0	37.0	30.6	----	39.0	1	2	1		58.0	47.1	39.1	----	49.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
14.					----	5.1	4.0	----		9	5	2	2	11	7	2		19.1	----	----	-----	20.9	----	----
24.	94.	ALL	19.		3.9	3.7	3.8	----	14	9	17	1	3	7	9	3	----	26.4	23.7	----	----	24.8	21.6	----
29.	ALL	ALL	ALL	52.					80	9	31	12	26	7	18	19	36.4	32.9	27.9	21.9	36.1	31.8	27.3	22.3
29.	ALL		97.	61.					14		22	19	5	4	7	25	----		26.6	22.5	----	----	26.9	22.1
28.	ALL	ALL	ALL	65.					21	6	19	22	5	3	12	12	----	----	27.2	22.2	----	----	25.4	23.5
30.	ALL	ALL	82.						40	16	51	13	27	24	34	8	60.8	48.4	37.5	29.5	60.8	48.2	36.4	30.2
21.	93.	85.	30.						126	133	94	9	20	54	39	11	57.3	41.2	33.0	25.8	51.0	42.5	30.4	30.6
41.	ALL	ALL	ALL	18.					17	14	7	5	1	5	5	6	----	----	----	----	----	----	----	----
28.					7.1	7.9	8.6	----	31	5	4	3	14	5	2	3	33.5	----	----	----	31.4	----	----	----
23.	97.	96.			5.5	6.6	9.0	----	37	20	36	6	1	5	25	3	----	----	29.4	----	----	----	28.2	----
21.	ALL	79.	13.		6.2	7.6	8.2		35	24	14		7	5	17		39.2	----	26.4		38.7	----	25.8	
31.	ALL	ALL	63.						14	18	17	4	3	3	7	9	----	----	24.3	----	----	----	21.4	----
17.					----	----	----	0.0	2	2	1	3	1	1	4	3	----	----	----	----	----	----	----	----
24.	ALL	91.			7.2	11.5	9.9	7.2	44	24	23	3	7	8	22	4	46.1	35.7	26.6	----	42.4	34.6	26.4	----
21.	94.	70.	12.		6.2	6.0	6.0	6.0	103	85	96	8	19	30	55	8	52.7	40.5	35.4	34.2	49.4	39.3	31.2	29.4
25.	93.	78.	9.		0.7	0.9	0.0	----	27	24	15	2	2	3	7	3	----	----	21.6	----	----	----	21.7	----
33.	ALL	98.	84.						72	45	45	15	28	9	37	17	38.5	34.3	28.9	23.8	37.0	32.3	25.0	21.2
21.	95.	83.	26.		5.6	5.3	5.2	4.8	36	38	42	5	4	8	26	3	----	38.9	31.8	----	----	37.2	29.7	----
21.	ALL	95.	5.		5.2	5.0	5.6	7.7	48	91	86	5	10	25	63	8	43.8	35.0	28.2	----	41.7	32.5	25.9	----
25.	ALL	ALL	66.	5.					19	29	15	6	4	12	17	16	----	30.6	24.7	20.5	----	28.6	23.6	19.6
28.	ALL	ALL	60.	25.					15	11	5	3	1	5	5	5	----	----	----	----	----	----	----	----
28.	ALL	91.		17.	2.3	3.5	4.8	5.9	6	3	3	4	7	8	7	8	30.6	----	----	----	26.8	----	----	----
15.	ALL	45.			4.9	5.3	5.6		10	5	4		2	6	10		----	----	----		----	----	----	
23.	95.	91.	19.		2.8	4.2	4.7	4.9	20	35	28	4	2	10	14	2	----	34.0	27.4	----	----	31.1	26.6	----
22.	97.	60.	8.		5.4	7.5	9.2	17.2	208	128	80	12	39	62	47	22	45.7	37.5	30.8	25.1	2.3	34.7	29.0	23.7
23.					5.6	4.8	5.5	----	29	74	52	11	1	10	14	1	----	39.1	31.7	----	----	36.9	28.9	----
21.	ALL	63.	17.		7.2	8.2	7.6	----	13	9	8	1	7	7	10	2	41.5	38.3	26.7	----	41.7	33.7	27.2	----
29.	85.	85.	23.		4.6	6.5	6.1	10.4	13	23	41	8		4	32	5	----	----	29.4	----		----	26.6	----
15.					----	----	----		2	2			1	1	1		----	----			----	----	----	
30.	ALL	ALL	26.		6.0	6.9	8.5	----	11	10	6	1	4	15	13	2	----	32.4	30.2	----	----	30.4	24.0	----
19.		82.	64.		----	1.1	0.0	----	2	8	12		2	14	10	1	----	28.8	24.9		----	28.2	23.1	----
26.	ALL	ALL	81.	25.	1.9	4.8	4.7	3.9	22	30	36	17	4	16	18	11	----	30.8	25.9	22.5	----	28.8	23.1	18.8
21.	ALL	84.	64.		17.2	17.1	12.8	14.8	3	8	2	1	9	11	42	15	----	28.7	----	----	----	28.8	----	----
26.	ALL	99.	68.	5.	9.8	10.4	8.4	11.6	72	55	27	17	25	33	29	20	43.2	36.6	31.0	25.1	42.3	35.1	29.2	24.9
18.	92.	83.	22.						7	1	6	3	6	5	17	4	37.1	----	25.2	----	35.5	----	24.9	----
32.	ALL	ALL	80.	6.	7.9	8.0	8.7	8.3	161	63	67	27	63	51	78	35	56.0	45.4	37.8	28.3	55.1	43.8	36.1	27.9
18.	ALL	55.	11.		6.8	9.8	7.2	----	14	16	19	3	18	13	18	3	40.0	33.2	26.8	----	39.9	32.5	26.0	----
22.	90.	63.	8.						35	91	58	21	4	11	27	13	----	38.2	31.5	25.9	----	33.9	27.8	24.9
25.	94.	77.			6.0	7.3	7.4	11.4	439	237	142	33	83	101	89	20	63.7	42.7	38.3	28.9	55.9	41.6	35.0	25.1
26.	ALL	98.	92.	32.					36	29	14	9	6	14	12	10	37.8	32.6	25.7	22.2	34.3	29.6	24.1	21.8
2.	ALL	59.							30	42			20	26			41.1	33.4			39.2	0.0		
33.	96.	ALL	84.	35.					19	32	13	17	7	10	19	14	44.3	36.9	31.1	25.9	45.3	35.9	29.2	24.5
21.	89.	55.	49.		6.1	6.0	6.2	5.9	151	92	60	2	38	51	54	4	52.3	39.9	33.4	----	47.9	39.7	32.5	----
19.	98.	94.							111	40	29	1	2	7	3		----	39.1	----	----	----	32.4	----	
19.	95.	78.			5.4	6.7	7.3		165	105	68		6	10	20		59.3	43.1	38.0		55.9	40.9	31.1	
23.	97.	78.	36.	6.	5.6	4.4	4.5	5.9	114	169	127	23	14	29	59	8	43.4	36.6	31.4	25.5	39.0	36.6	28.2	24.2
24.	ALL	29.			4.9	4.3	5.4	5.4	47	44	69	72		4	22	26	----	----	30.7	25.8		----	29.7	24.5
39.	ALL	98.	70.						30	29	19	5	14	22	24	8	43.6	37.5	29.7	----	40.7	33.0	25.4	----
26.	95.	96.	29.		3.3	3.8	5.0	2.7	13	21	12	6	9	32	23	8	38.4	31.8	26.2	20.5	38.7	28.0	24.6	19.8
18.	92.	96.	41.	6.	10.0	10.3	6.4	6.0	37	47	47	9	1	5	11	8	----	----	28.6	25.8	----	----	27.2	22.9
22.	68.	62.	7.		6.8	8.6	6.9	12.4	18	10	10	2	4	3	4	4	----	----	----	----	----	----	----	----
20.	ALL	58.							21	36	20	5	1	9	13	1	----	32.7	30.0	----	----	29.5	26.4	----
27.	ALL	98.	24.		9.1	10.6	9.5		49	48	27	2	5	8	11	1	----	37.2	28.3	----	----	35.9	27.5	----
17.	ALL	85.	32.		6.5	9.3	7.3	----	6	5	18	2	4	8	13	2	----	----	26.2	----	----	----	26.1	----
23.																								
30.	ALL	ALL	ALL						15	9	10	1	5	5	7		----	----	23.6	----	----	----	21.6	
27.	ALL	ALL	21.		5.6	8.1	8.0		22	28	47		3	4	20	1	----	----	25.2		----	----	23.9	----
27.	91.	84.	12.		3.2	5.1	6.7	----	36	35	40	2	7	20	27	4	46.7	34.6	29.2	----	43.5	35.0	27.1	----
27.	98.	90.	34.		5.7	6.1	6.7	8.6	61	54	37	12	4	7	13	4	----	37.2	31.2	----	----	32.9	28.4	----
28.	98.	82.	56.	6.	6.9	8.6	7.6	7.3	39	20	15	12	9	2	10	5	40.1	----	29.9	----	39.5	----	27.6	----
27.	ALL	82.	38.	15.	4.9	5.9	7.0	11.4	37	24	28	6	12	9	12	7	41.4	33.1	29.2	23.0	40.5	32.0	27.6	22.7
28.	ALL	98.	45.	9.	6.0	6.8	6.7	9.2	30	33	27	7	2	7	6	4	----	33.8	27.8	----	----	31.6	27.3	----
27.	98.	96.	32.	4.	6.2	7.8	8.2	6.5	85	59	39	23	19	25	35	22	43.0	36.0	29.0	24.3	39.9	33.0	27.8	23.7
28.	ALL	84.	39.	45.	6.1	6.8	8.2	7.8	33	32	26	4	8	6	23	7	43.4	35.1	28.1	----	39.0	29.8	26.6	----
26.	99.	97.	58.	27.	5.8	5.8	6.3	8.8	88	100	39	2	9	21	37	20	49.7	40.0	33.5	----	44.7	39.7	32.1	----
27.	99.	93.	18.		6.3	6.4	6.8	7.3	155	134	57	6	20	43	46	5	46.1	36.4	28.8	----	44.5	33.8	27.7	----
26.	ALL	81.	17.		6.3	6.3	7.1	6.6	88	72	32	1	11	26	20	5	45.6	35.1	28.9	----	47.3	34.3	26.8	----
26.	99.	91.	15.		6.1	7.0	6.9	----	100	57	37	4	5	12	11	4	----	37.6	30.7	----	----	31.9	27.6	----
26.	ALL	94.	15.	13.	5.0	7.4	7.3	----	62	61	48	1	7	8	23	7	46.7	37.2	28.1	----	44.7	34.8	26.2	----
26.	95.	73.	20.		5.8	5.4	5.9		100	80	42	1	10	28	28	1	46.8	38.8	31.8	----	43.6	36.6	29.3	----
26.	93.	98.	29.		5.9	5.9	6.6	----	20	26	23	2	7	16	18	3	52.5	39.1	30.7	----	46.0	37.3	28.7	----
27.	97.	95.	60.		6.9	7.5	9.5		95	70	32	1	11	23	20	1	46.1	37.7	31.1	----	45.6	34.7	30.0	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW YORK (CONTD)																				
SUNY College at Oswego	118	IIA	2	2	3	2	46.0	36.0	28.8	24.5	38.2	2	2	2	2	57.8	45.7	36.5	31.0	48.3
SUNY College at Plattsburgh	118	IIA	2	2	2	3	45.3	37.1	29.6	22.0	37.0	2	2	2	3	57.1	46.6	37.1	27.4	46.6
SUNY College at Potsdam	118	IIA	2	2	2	3	45.0	35.6	29.7	23.3	36.2	2	2	2	2	57.3	45.2	37.5	29.5	46.0
SUNY College at Purchase	118	IIB	1	1	1		45.9	35.8	28.1		34.6	1	1	1		57.8	45.3	35.2		43.6
SUNY College of Technology	118	IIA		2	2		----	36.5	30.9	----	34.2		2	2		----	45.5	38.5	----	42.7
SUNY Coll.Env.Sci.&Forestry	118	IIA	1	1	2		47.9	37.9	30.0	----	42.1	1	1	2		60.6	47.6	37.9	----	53.1
SUNY Empire State College	118	IIB	1	1	1	1*	44.7	36.8	29.6	26.1	34.4	1	1	1*	1*	55.6	46.1	37.1	32.9	43.0
SUNY Maritime College	118	IIB	1	1	1*		47.3	34.8	30.3	----	35.9	1	1	1*		59.9	43.9	38.1	----	45.3
SUNY State Coll.of Optometry	118	IIA	1*	1*	1	5	52.8	43.7	32.1	14.2	39.1	1*	1*	1	5	65.8	54.8	40.0	15.3	48.5
SUNY at Albany	118	I	1	1*	2		60.3	44.2	33.5		46.9	1	1*	2		74.3	55.3	41.7		58.3
SUNY at Binghamton	118	I	1	1	3		58.6	41.9	31.8		43.6	1	1	3		72.3	52.4	39.4		54.0
SUNY at Buffalo	118	I	1	1	1	5	60.7	44.1	35.0	18.9	48.1	1	1*	1	5	74.8	55.1	43.2	22.6	59.5
SUNY at Stony Brook	118	I	1	1	2		61.5	42.7	32.6	----	48.0	1	1	2		75.7	53.2	40.5	----	59.4
Suffolk Co.Comm.Coll.-Selden		III	1*	1	2	1	47.5	37.7	28.8	26.9	42.8	1*	1*	1	1	62.6	50.6	39.6	37.4	56.9
Suffolk Co.Comm.Coll.-Eastrn		III	1*	2			45.4	34.0	----	----	37.9	1*	1			60.5	46.6	----	----	51.4
Suffolk Co.Comm.Coll.-Westrn		III	1*	2	1		44.1	33.5	31.2	----	37.0	1*	1	1		58.3	45.4	42.6	----	49.7
Sullivan County Comm. Coll.		III	2	3	2		37.4	31.5	27.4	----	33.0	2	2	2		47.8	40.7	35.7	----	42.5
Syracuse University	83	I	4	4	5	2	48.8	34.8	29.3	25.5	39.3	3	3	4	1	63.2	45.8	37.6	33.6	51.0
Syracuse Univ.-Utica College	4	IIB	3	3	4		33.7	27.8	22.6	----	26.9	3	3	3		41.3	34.4	28.2	----	33.2
Tompkins Cortland Comm.Coll.		III	3	4	4	4	35.8	28.0	24.4	20.5	29.2	3	4	3	4	46.0	36.3	31.9	27.1	37.8
Trocaire College		III			5	5	----	----	20.4	18.2	19.8			5	5	----	----	24.1	21.9	23.5
Ulster County Comm. College		III	2	2	2	2	38.0	33.3	27.5	23.4	32.1	1	2	2	1	50.5	43.9	36.6	33.6	43.1
Union College		IIA	1	2	2	2	48.4	36.9	29.3	24.9	38.2	1	1	3	2	62.5	47.9	35.7	30.2	48.8
Union Theological Seminary		IIA	5		5		30.8	----	18.5		27.0	5		5		40.2	----	25.0		35.4
U.S. Merchant Marine Academy		IIB	1	1	1		43.9	33.3	27.8	----	36.2	2	2	2		49.0	37.4	31.4	----	40.6
University of Rochester		I	2	1	1	3	57.5	41.2	34.4	23.9	45.8	2	2	2	2	69.5	50.1	41.8	31.3	55.6
Vassar College		IIB	1*	1*	1	1	51.7	37.3	28.8	24.2	37.4	1*	1*	1	1	65.9	47.5	35.4	28.9	47.2
Villa Maria Coll. of Buffalo		III			5	5		----	15.1	12.4	14.9			5	5		----	18.0	13.9	17.4
Wagner College		IIA	5	4	5	5	35.1	29.9	23.7	20.3	28.2	4	4	5	5	43.1	36.4	29.5	24.6	34.6
Wells College		IIB	3	3	4		33.2	27.8	22.6		28.5	3	3	4		39.7	33.4	26.8		34.1
NORTH CAROLINA																				
Appalachian State University		IIA	3	3	2	3	40.4	34.0	30.1	23.2	35.1	3	3	2	3	48.5	40.6	36.2	28.3	42.1
Atlantic Christian College		IIB	4	5	5	4	28.2	23.5	20.6	19.8	22.9	4	5	5	4	34.5	27.9	24.1	22.9	27.3
Barber-Scotia College		IIB		5	4	3	----	22.7	21.4	20.9	22.7		5	5	4	----	25.3	23.8	23.4	25.2
Belmont Abbey College		IIB	5	5	4		27.3	24.1	21.2		23.5	5	5	5		31.1	27.5	24.3		26.9
Bennett College		IIB	5	5	5	5	24.3	21.5	19.4	15.6	20.2	5	5	5	5	31.7	27.4	24.6	19.2	25.7
Catawba College		IIB	4	4	5		30.7	26.0	20.4	----	26.8	4	4	5		37.3	30.7	23.7	----	32.1
Central Carolina Tech. Coll.		III					----				27.5					----				32.7
Craven Community College		III					----				22.8					----				27.7
Davidson College		IIB	1	1	2		44.3	36.0	26.8	----	37.3	1	1	2		55.9	45.7	32.9	----	47.0
Duke University		I	1	1	1		62.2	42.7	34.8	----	51.1	1	1	2		76.4	52.9	40.5	----	62.4
East Carolina University		IIA	2	2	2	1	45.0	35.3	29.6	25.7	35.3	2	3	3	2	54.0	42.5	35.7	31.0	42.4
Elizabeth City State Univ.		IIB	2	1	1		38.8	33.3	28.8	----	32.8	2	1	1		47.2	40.6	35.2	----	40.0
Elon College		IIB	4	3	3	4	31.0	28.2	23.6	19.5	25.7	4	3	3	4	37.2	33.7	28.2	23.4	30.8
Fayetteville State Univ.		IIB	1	1	1	1*	44.1	35.5	29.6	27.0	33.1	1	1	1	1*	53.3	43.1	36.2	33.3	40.3
Gardner-Webb College	PNA	IIB																		
Greensboro College		IIB	4	5			28.7	23.3	----	----	25.1	4	5			34.1	28.1	----	----	29.9
Guilford College		IIB	2	2	2		37.6	30.6	26.8	----	31.3	2	2	2		45.9	37.4	32.2	----	38.0
High Point College		IIB	3	3	3		34.3	28.5	23.4	----	26.0	3	3	4		41.0	33.8	27.5	----	30.6
Johnson C. Smith University		IIB	4	4	4	4	31.7	26.6	22.4	19.5	23.9	4	4	4	4	36.5	30.6	25.8	22.4	27.5
Lenoir-Rhyne College		IIB	4	3	3		30.6	27.4	23.9	----	27.8	4	3	3		37.2	33.4	28.9	----	33.8
Mars Hill College	4	IIB	4	4	4		28.3	24.9	21.8	----	25.4	5	4	5		31.6	28.9	24.2	----	28.7
Meredith College		IIB	3	3	2	2	34.0	29.0	25.7	23.3	28.1	3	3	3	2	39.3	33.6	29.8	27.1	32.6
Methodist College		IIB	5	5	4	3	27.5	22.3	22.0	20.2	22.9	5	5	4	4	31.9	25.6	25.3	23.3	26.3
North Carolina A&T St. Univ.		IIA	2	2	2	1	42.7	36.6	31.2	26.6	34.4	3	2	2	1	51.4	44.2	37.5	32.4	41.5
North Carolina Central Univ.		IIA	2	2	2	1*	44.2	35.7	31.1	28.7	34.8	2	2	2	1	52.9	43.3	37.6	34.7	42.0
North Carolina Sch.of Arts		IIB				1*				32.2	32.2				1*				39.0	39.0
North Carolina State Univ.		I	2	2	1	2	55.1	39.9	34.5	26.5	40.2	3	3	2	2	65.1	47.5	41.1	32.0	47.7
North Carolina Wesleyan Coll	1	IIB	4	4	3		29.1	24.9	23.3	----	24.4	5	5	5		31.2	26.8	24.6	----	25.9
Peace College		III	5	5	5		29.4	25.6	22.2		25.8	5	5	5		34.6	30.3	26.3		30.4
Pembroke State University		IIB	1	1	1		42.7	35.3	27.6	----	34.0	1	1	1		51.6	42.7	33.7	----	41.3
Queens College		IIB	4	4	4		30.1	24.8	21.3	----	24.3	4	4	4		36.8	29.6	25.4	----	29.1
St. Andrews Presb. College		IIB	3	3	3		34.5	27.1	23.3		27.2	3	4	4		39.6	31.7	26.1		31.2
Saint Augustine's College		IIB	4	5	2	4	29.3	19.2	26.2	18.4	21.9	4	5	2	4	36.4	24.0	32.6	23.0	27.3
Salem College		IIB	3	3	3		32.4	27.5	24.2	----	27.5	3	3	3		40.1	33.0	29.1	----	33.3
Shaw University		IIB	5	5	4	5	23.3	22.6	21.6	17.7	20.7	5	5	5	5	26.8	26.0	24.8	20.2	23.8
Southeastern Bapt.Theol.Sem.		IIA	5				29.9	----	----		28.5	5				38.9	----	----		37.1
Univ. of N.C. at Asheville		IIB	1	1	1		44.0	34.8	29.7	----	33.8	1	1	1		52.6	41.8	35.6	----	40.6
Univ. of N.C. at Chapel Hill		I	2	2	1	1	55.8	40.1	34.5	28.7	44.3	2	3	2	1	65.9	48.0	40.9	34.1	52.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	92.	90.	32.		7.1	7.2	8.2	----	116	103	38	6	17	35	21	2	46.4	36.0	29.6	----	43.2	36.2	27.5	----
26.	ALL	88.	27.		5.7	6.0	6.4	6.4	83	76	47	3	7	21	32	3	45.4	37.5	30.1	----	44.0	35.6	28.7	----
27.	99.	92.	46.	33.	7.3	9.7	6.9	17.4	69	63	33	2	6	21	13	4	45.3	36.0	29.4	----	41.5	34.3	30.3	----
26.	ALL	87.	6.		5.5	5.9	6.0		18	34	20		6	18	16		46.7	36.7	29.0		43.5	34.0	26.9	
25.		92.	15.		----	7.9	6.2	----	5	31	16	2		8	11		----	37.3	33.4	----		33.6	27.3	
26.	ALL	78.	17.		5.5	6.5	6.8	----	66	22	21	1	1	1	2		----	----	----	----	----	----	----	
25.	95.	79.	18.		9.3	7.4	7.1	----	14	29	20	2	5	19	18	5	----	37.2	31.1	----	----	36.2	28.0	----
26.	94.	75.	35.		5.9	6.1	6.3	----	16	19	19	4	1	2	1		----	----	----	----	----	----	----	
24.	64.	13.			2.2	6.5	7.8	----	14	13	9	3		2	7	3	----	----	34.9	----		----	28.5	----
24.	97.	94.	12.		6.5	7.7	8.8		223	195	83		10	41	55		60.4	44.7	34.1		58.5	41.5	32.6	
24.	99.	88.	6.		5.8	6.0	7.3		144	133	89		11	35	35		59.1	42.9	32.7		51.7	38.4	29.6	
24.	99.	88.	3.		6.4	7.1	7.1	----	349	226	112	4	27	43	49	2	61.5	44.8	36.0	----	51.6	40.5	32.8	----
24.	99.	96.	6.		6.5	7.3	7.8	----	270	149	114	1	21	33	38	3	62.0	43.5	33.2	----	55.1	39.0	30.5	----
33.	ALL	ALL	52.						122	31	15	2	55	18	18	5	48.9	38.2	29.2	----	44.5	36.9	28.4	----
35.	ALL	ALL							13	7	2	1	2	3	3		----	----	----	----	----	----	----	
34.	ALL	ALL	62.						21	14	6	4	7	8	7	1	44.8	34.6	31.2	----	41.9	31.5	31.2	----
29.	96.	93.	55.						22	18	7		4	9	4	1	----	31.8	----		----	31.1	----	----
30.	96.	65.	15.	8.	4.0	4.5	5.2	4.7	376	191	150	9	26	87	76	4	49.2	35.5	30.3	----	43.8	33.5	27.2	----
24.	ALL	98.	24.						20	31	20	1	1	12	18	3	----	28.4	23.1	----	----	26.4	22.0	----
30.	ALL	ALL	50.						14	11	3	3	5	10	7	3	----	29.2	----	----	----	26.6	----	----
19.					----	----	4.7	5.4	1	1	2		2	1	15	11	----	----	----		----	----	----	----
34.	97,	ALL	80.	38.	5.8	5.8	5.8	----	31	15	14	7	5	1	6	9	----	----	27.9	24.2	----	----	26.6	22.8
28.	94.	42.			6.2	7.1	13.8	----	53	52	31	3	1	14	12	3	----	37.9	29.5	----	----	33.3	28.8	----
31.	ALL								13	1	2		3	1	4		----	----	----		----	----	----	
12.	83.	ALL	61.						29	17	16	1		2	2		----	----	----	----		----	----	
21.	98.	65.			6.5	8.1	8.2	8.3	218	109	90	3	16	30	61	6	57.9	42.0	37.6	----	51.2	38.3	29.6	----
26.	97.	95.			6.9	8.8	9.2	10.7	45	35	41	5	18	24	32	6	52.4	38.0	29.2	----	49.8	36.4	28.2	----
17.											4	3		5	3	6			----	----		----	----	----
23.	91.	89.	56.		6.2	6.0	7.2	8.0	15	12	15	4	7	6	12	4	36.2	30.4	24.5	----	32.8	29.0	22.8	----
20.	ALL	ALL	27.		8.0	8.3	8.7	----	15	6	7		6	8	8		33.6	27.9	23.1		32.0	27.7	22.1	
20.	96.	81.	14.		5.7	7.2	6.7	5.5	205	86	56	12	46	22	31	4	41.3	34.2	30.9	----	36.7	33.0	28.6	----
19.	88.	76.	13.		4.8	8.6	8.7	9.1	17	17	13	4		8	19	5	----	23.2	20.8	----		24.0	20.5	----
11.					----	2.5	1.7	----	4	5	5	6		6	3		----	----	----	----		----	----	
14.	ALL	83.	16.						10	10	10			2	9		----	----	21.3			----	21.1	
27.	29.	20.	21.						3	5	2	2	4	5	12	5	----	----	----	----	----	----	----	----
20.	78.	57.	15.		2.7	4.1	4.1	----	31	8	7	3	5	6	6	2	----	27.4	20.4	----	----	24.0	20.4	----
19.									1								----							
22.									1								----							
26.	ALL	ALL	4.		4.7	5.2	5.4	----	49	32	19	3	2	5	4		----	----	----	----	----	----	----	
22.	99.	84.	4.		7.6	8.9	9.9	9.2	280	120	87	1	18	36	33	1	61.8	43.1	35.8	----	68.6	41.6	32.3	----
20.	99.	84.	36.		5.3	5.4	5.8	9.2	158	132	87	4	26	40	50	5	45.3	35.6	30.0	----	43.2	34.5	28.9	----
22.	97.	37.	24.		7.7	6.6	5.9	----	25	13	17	1	7	6	8		38.8	34.4	29.6	----	38.9	30.9	27.0	
20.	94.	61.	4.		7.2	12.7	11.3	13.2	14	21	29	4	2	7	23	3	----	28.8	24.0	----	----	26.4	23.1	----
22.	83.	69.	36.	83.	6.7	5.7	5.0	4.3	21	40	32	2	3	12	21	4	----	35.4	29.4	----	----	35.9	29.9	----
19.	86.	67.							12	7	1	1	2	2	3	3	----	----	----	----	----	----	----	----
21.	ALL	88.	28.						23	19	16	3	6	6	13		38.3	31.1	27.5	----	35.3	28.8	25.9	
18.	92.	60.	29.		7.1	8.1	7.2	----	12	15	13	1		5	8	1	----	----	24.2	----		----	22.2	----
15.									7	13	16	9	2	3	8	8	----	----	23.0	19.8	----	----	21.2	19.0
22.	ALL	69.	13.		3.7	5.4	5.2	----	28	16	13	1	13	10	10	1	30.6	28.0	24.1	----	30.6	26.5	23.6	----
13.	ALL	96.	25.		5.5	5.2	4.9	----	27	17	7	2	9	6	9	3	29.1	25.0	22.9	----	25.8	24.6	21.0	----
16.	94.	62.	27.						11	10	13		7	16	17	12	33.6	29.6	25.1		34.7	28.7	26.2	----
15.	82.	79.	17.						7	8	11	6	4	6	7	5	----	23.1	22.9	----	----	21.3	20.7	----
21.	96.	77.	33.	13.	4.9	4.6	5.3	5.1	58	67	52	14	12	29	39	9	42.8	37.1	32.7	27.4	42.1	35.5	29.2	25.3
21.	96.	78.	41.	50.	4.9	4.5	5.5	4.7	39	52	47	6	10	27	38	4	44.8	35.7	32.5	----	42.0	35.8	29.3	----
21.								5.0				44				33				33.3				30.8
19.	99.	86.	12.		5.4	5.9	6.0	5.6	355	237	162	9	18	58	74	1	55.5	40.4	35.1	----	48.3	37.5	33.1	----
6.	ALL	71.	11.						7	4	22			3	5	1	----	----	----			----	----	----
18.	ALL	67.							4	2	3		5	4	6		----	----	----		----	----	----	
21.	ALL	83.	19.		6.7	7.6	7.9	----	37	20	21	1	5	4	6		----	----	28.4	----	----	----	24.5	
20.	92.	29.			8.5	10.9	10.1	----	9	8	6		4	6	16	3	----	25.4	22.2		----	24.0	21.0	----
15.	ALL	78.	26.		2.5	3.5	5.2		12	15	16		1	3	7		----	----	23.5		----	----	22.9	
25.	82.	21.	6.						7	24	9	7	4	9	8	12	----	18.1	31.5	18.7	----	22.1	20.3	18.3
21.	ALL	74.	27.						6	12	7		6	7	8	3	31.6	27.5	24.3		33.2	27.7	24.1	----
15.	67.	29.	6.		----	9.3	9.9	27.1	5	10	10	12	1	7	6	6	----	22.1	22.2	17.8	----	23.3	20.6	17.4
30.	97.				1.2	----	----		29	2	2				1		----	----	----				----	
20.	79.	77.	5.		6.8	7.0	7.2	----	29	27	25	2		8	18		----	34.8	29.3	----		34.9	30.2	
18.	ALL	85.	4.		5.5	6.1	8.6	5.2	471	196	125	5	43	91	91	3	56.4	40.8	36.3	----	49.5	38.7	31.9	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
NORTH CAROLINA (CONTD)						
Univ. of N.C. at Charlotte		IIA	2 2 2	44.0 36.9 30.7 34.6	3 2 2	52.6 44.2 36.7 41.4
Univ. of N.C. at Greensboro	138	I	3 3 4 3	50.8 37.2 30.7 24.0 36.7	3 4 4 3	60.3 44.6 36.7 29.5 43.9
Univ. of N.C. at Wilmington		IIB	1 1 1*	43.6 35.7 30.0 ---- 33.7	1 1 1	52.4 43.0 36.1 ---- 40.6
Wake Forest University		IIA	1 2 2 3	48.0 36.5 29.2 22.9 37.8	1 2 3 4	58.2 45.0 33.9 25.4 45.5
Western Carolina University		IIA	3 2 2	42.5 36.4 30.3 ---- 34.5	3 2 2	51.1 44.0 36.7 ---- 41.7
Wingate College		IIB	4 4 4 4	30.5 24.9 22.4 19.8 24.0	4 4 4 3	36.4 30.1 27.2 24.5 29.0
Winston-Salem State Univ.		IIB	2 1 1 1	39.7 33.2 28.6 25.0 32.5	2 2 1 1	48.1 40.2 35.1 30.8 39.6
NORTH DAKOTA						
Dickinson State Coll.-SUND		IIB	3 2 3	---- 28.3 25.7 21.1 25.8	3 2 2	---- 35.4 32.4 26.9 34.3
Jamestown College		IIB	4 4 5 4	28.6 25.3 20.9 18.4 23.0	4 4 4 4	35.4 30.7 25.6 21.9 28.0
Mayville State College		IIB	3 3 3	33.4 28.8 24.8 ---- 28.4	3 3 2	41.2 35.5 31.2 ---- 35.3
Minot State University		IIB	3 2 2 2	34.6 31.0 26.0 23.2 28.7	2 2 2 1	42.8 38.6 32.8 28.4 35.8
North Dakota State Univ.		IIA	4 4 3 5	38.6 31.2 27.6 19.9 31.0	4 4 4 5	43.7 36.2 32.7 22.8 35.8
Univ. of North Dakota-Main		I	5 5 5 4	38.3 31.2 26.8 23.0 31.5	5 5 5 4	47.0 38.4 32.8 28.0 38.7
Univ. of N. Dak.-Wilstn Ctr.		III	1	---- 26.8 27.1	1	---- 33.0 33.4
Valley City St.Coll.SUND		IIB	3 2 3 1	33.3 30.3 25.3 23.5 28.3	3 2 2 1	40.8 37.2 31.4 29.3 34.9
OHIO						
Air Force Inst. of Tech.	27	IIA	2 2 1*	46.2 36.6 34.2 ---- 39.0	2 2 1	54.7 43.5 40.7 ---- 46.4
Antioch University	85	IIA	5 5 5	30.7 26.1 22.8 25.4	5 5 5	38.3 32.8 28.8 31.9
Art Academy of Cincinnati		IIB		24.2		29.5
Ashland College		IIA	5 5 5 5	31.0 24.6 23.0 19.8 25.5	5 5 5 5	37.4 29.8 27.9 24.1 30.8
Athenaeum of Ohio	86	IIB		---- ----		---- ----
Baldwin-Wallace College		IIB	3 3 3	34.5 29.1 23.9 ---- 30.9	2 2 2	43.7 37.4 30.5 ---- 39.3
Bluffton College		IIB	5 5 5	26.3 23.0 20.9 ---- 23.8	5 4 4	32.8 29.2 26.3 ---- 29.8
Bowling Green State Univ.		I	4 3 4 4	48.6 38.1 30.3 21.7 37.9	4 3 4 4	58.3 46.2 37.1 27.0 45.9
Bowling Green State U-Frlds.		III	1 1 2	---- 37.0 28.9 25.0 30.9	1 2 2	---- 44.8 35.6 31.0 37.8
Capital University		IIB	3 3 2 3	33.9 28.1 25.8 20.8 29.7	2 2 1 2	44.4 38.6 33.2 27.6 39.1
Case Western Reserve Univ.		I	2 2 3 2	55.4 39.4 31.5 25.2 42.2	2 2 3 1	67.6 49.6 39.5 36.7 52.8
Cedarville College		IIB	4 4 4	30.7 25.6 22.5 ---- 26.0	4 4 4	36.2 31.2 26.4 ---- 30.9
Clark Technical College		III	3 2 2	---- 30.1 28.3 23.5 27.9	3 2 3	---- 37.1 35.2 29.0 34.4
Cleveland State University	3	IIA	1 1 2 1	50.8 38.4 30.9 25.8 39.8	1 1 2 2	61.5 47.3 38.6 31.7 48.9
College of Mount St. Joseph		IIB	4 4 4 4	28.4 25.3 22.5 19.1 23.9	4 5 4 5	33.3 28.6 25.4 20.9 27.1
College of Wooster		IIB	1 2 2 1	39.9 30.3 25.7 25.7 32.6	1 2 2 1	51.1 37.4 30.6 29.6 40.5
Defiance College		IIB	4 4 4	28.7 25.5 21.8 ---- 24.0	4 4 4	35.1 29.9 25.4 ---- 28.3
Denison University		IIB	1 1 2	42.8 33.8 26.0 ---- 34.6	1 1 2	58.3 43.5 32.3 ---- 45.5
Findlay College		IIB	4 3 4 4	31.1 27.6 21.3 19.7 24.0	4 3 4 3	37.0 33.0 25.6 23.7 28.8
Hebrew Union College	88	IIA	1* 1	61.1 39.8 ---- ---- 53.6	1* 1	74.0 50.9 ---- ---- 65.7
Heidelberg College		IIB	3 4 4 4	32.0 25.0 22.6 19.0 25.5	3 3 4 5	38.9 33.9 26.5 21.2 31.1
Hiram College		IIB	3 3 4 3	34.0 27.4 23.0 21.2 28.9	3 2 4 3	42.5 36.3 27.5 25.4 36.3
Jefferson Technical College	1	III	3 2 3	31.6 28.0 22.3 28.6	3 2 3	39.1 35.0 28.3 35.6
John Carroll University		IIA	3 3 3 2	39.9 33.8 28.6 24.2 34.1	3 3 3 2	47.8 41.0 35.3 30.4 41.4
Kent State Univ.-Main Campus		I	4 4 4 3	48.2 37.1 30.4 24.6 38.2	4 4 3 2	58.2 45.6 37.9 31.2 46.8
Kent State Univ.-Ashtabula		III	1 1	---- 35.5 30.5 ---- 31.8	2 1	---- 43.7 38.0 ---- 39.5
Kent State Univ.-Liverpool		III	2	---- 28.1 ---- 29.1	2	---- 35.2 ---- 36.4
Kent State Univ.-Geauga		III		---- ---- ---- ----		---- ---- ---- ----
Kent State Univ.-Salem		III	2	---- ---- 27.3 ---- 29.4	2	---- ---- 34.3 ---- 36.7
Kent State Univ.-Stark		III	1 1	---- 37.4 31.0 ---- 34.0	1 1	---- 45.8 37.9 ---- 42.0
Kent State Univ.-Trumbull		III	1 3	---- 36.0 26.8 ---- 30.5	2 3	---- 44.2 33.7 ---- 38.0
Kent State Univ.-Tuscarawas		III	1 1	37.5 29.7 ---- 30.9	1 2	45.9 37.1 ---- 38.4
Kenyon College		IIB	1* 1 2 2	49.2 37.0 26.3 23.0 35.0	1 1 2 2	59.4 44.8 31.7 27.7 42.2
Lorain County Comm. College		III	2 1 1 2	39.8 37.2 30.3 24.8 31.8	2 1 1 2	48.4 45.2 37.2 30.8 38.9
Lourdes College	89	IIB	4	---- 19.6 20.1	3	---- 24.1 24.6
Malone College		IIB	4 4 4	30.2 24.9 21.7 ---- 25.5	3 3 3	38.8 33.6 28.4 ---- 33.2
Marietta College		IIB	3 3 2	34.4 29.8 26.6 ---- 30.7	3 2 2	42.4 37.5 31.9 ---- 37.8
Methodist Theol.School Ohio		IIB	2	36.9 ---- ---- ---- 34.3	3	42.6 ---- ---- ---- 39.7
Miami University-Hamilton		III	1 1 3	---- 37.0 30.6 22.9 32.1	1 1 3	---- 45.1 37.3 27.9 39.1
Miami University-Middletown		III	1 1	---- 36.3 31.8 ---- 33.6	1 1	---- 44.3 38.8 ---- 41.0
Miami Univiversity-Oxford		I	3 3 3 3	50.3 38.1 31.3 24.3 38.7	3 3 3 3	61.3 46.4 38.1 29.6 47.2
Mount Union College	4	IIB	3 3 3	35.3 28.5 24.7 ---- 29.7	2 3 2	47.1 34.4 31.3 ---- 37.9
Mount Vernon Nazarene Coll.		IIB	5 4 4	27.6 25.1 22.1 ---- 24.1	4 4 4	33.8 31.1 27.3 ---- 29.6
Muskingum Area Tech. College		III	4 3 3	---- 27.8 25.1 22.9 25.9	4 4 3	---- 34.1 30.9 28.4 31.9
Muskingum College		IIB	2 2 3 3	35.7 30.2 25.0 20.4 29.1	2 2 2 3	44.4 37.6 31.0 23.6 35.9
North Central Technical Coll	1	III	5 4	---- 24.8 23.3 ---- 23.5	5 4	---- 31.1 29.3 ---- 29.6
Notre Dame College		IIB	4	---- ---- 22.1 ---- 22.3	4	---- ---- 25.9 ---- 26.0
Oberlin College		IIB	1 1 1 1*	46.1 35.1 28.9 26.8 38.3	1* 1 1 1*	62.2 45.1 34.8 32.1 49.9
Ohio Dominican College		IIB	3 3 4	33.9 27.2 23.0 ---- 26.5	3 4 4	39.8 31.1 26.3 ---- 30.5
Ohio State Univ.-Main campus		I	2 1 1 3	57.9 42.0 35.3 24.6 45.7	2 2 1 3	68.3 50.1 42.5 30.2 54.4
Ohio State Univ.-Agr. Tech.		IIB	2 1 1	32.0 27.5 23.6 29.0	2 1 1	38.7 33.6 29.1 35.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	98.	89.	11.		5.2	6.0	5.8		98	135	92		15	34	44		44.3	37.3	31.7		42.1	35.7	28.5	
20.	ALL	95.	19.		5.2	5.6	5.6	5.6	119	102	68	3	21	58	65	5	51.0	36.8	31.0	----	49.5	37.8	30.4	----
20.	ALL	88.	28.		5.9	6.3	6.4		61	58	80		6	16	36	1	43.8	35.7	30.6		41.6	35.8	28.7	----
20.	99.	92.	4.		6.9	7.8	10.5	12.3	107	56	37	13	7	18	17	24	47.8	37.7	30.1	22.9	50.9	32.7	27.1	22.9
21.	94.	85.	40.		5.3	5.8	6.7	6.8	64	87	42	2	4	23	26	1	----	36.6	30.3	----	----	35.5	30.2	----
21.									8	18	17	8	4	6	9	7	----	25.0	22.5	18.6	----	24.6	22.3	21.2
22.	95.	58.	12.		4.6	5.8	5.8	9.0	26	21	20	6	14	17	22	6	39.9	34.4	29.0	24.6	39.2	31.7	28.2	25.4
33.		78.	28.	7.					2	15	14	8	1	3	4	7	----	----	----	20.9	----	----	----	21.3
22.									6	7	6	4		5	8	3	----	----	22.1	----		----	20.1	----
24.	91.	50.	40.		0.0	0.0	0.0		10	7	10	1	1	3	5		----	----	----	----	----	----	----	
25.	ALL	85.	35.		0.0	0.2	0.2	1.0	28	29	32	9	1	4	25	7	----	----	26.6	24.3	----	----	25.2	21.7
15.	97.	88.	10.	14.					139	114	100	12	4	15	27	10	----	31.3	27.9	20.5	----	30.8	26.5	19.2
23.	95.	76.	15.		0.6	1.2	1.0	3.0	125	100	74	3	9	35	49	15	38.6	32.0	28.0	----	34.1	29.1	25.0	----
23.				61.							1	20				8			----	27.6				24.8
23.	ALL	85.	38.	29.					15	11	6	4	1	2	10	3	----	----	24.7	----	----	----	25.7	----
19.	90.	79.	37.						31	22	25	2		2	5		----	----	----	----		----	----	
26.	89.	42.	5.						23	7	10		4	5	9		----	----	23.0		----	----	22.5	
22.																								
21.	ALL	69.	18.						30	30	25	4	3	9	19	3	----	24.7	23.9	----	----	24.3	21.8	----
---										1								----						
27.	94.	69.	5.		6.0	7.0	6.8	----	60	29	13	2	11	10	8	2	34.9	29.5	24.2	----	32.6	28.0	23.5	----
25.	94.	33.	30.						13	10	5	1	4	2	5		----	----	----	----	----	----	----	
21.	ALL	96.	28.	6.	5.0	5.1	5.7	5.7	222	162	108	28	21	51	72	35	49.0	38.7	31.0	21.9	43.9	36.1	29.4	21.4
22.		ALL	50.		----	5.3	5.0	6.4	3	10	7	7		1	3	5	----	----	----	----		----	----	----
32.	92.	73.	18.						46	12	18	5	15	10	15	4	35.1	31.6	27.5	----	30.2	23.9	23.8	----
25.	96.	96.	76.	32.					191	126	89	19	11	23	40	31	55.7	39.4	32.5	27.9	50.7	39.2	29.5	23.6
19.	93.	86.	27.		3.3	3.2	3.6		26	15	22	1	2	7	11		----	25.7	23.2	----	----	25.5	21.0	
23.					----	4.5	5.1	8.2	2	10	6	4	2	12	9	13	----	30.7	29.0	----	----	29.5	27.9	----
23.	99.	94.	2.		5.0	5.2	5.9	8.4	139	195	66	15	12	37	38	13	50.8	39.1	32.4	27.3	50.7	35.2	28.3	24.2
13.	73.	48.	16.		4.6	4.4	4.0	----	7	9	8	3	4	14	24	4	----	22.5	23.4	----	----	27.1	22.2	----
24.	96.	87.			7.1	9.2	9.0	10.0	51	11	24	6	5	4	23	2	----	----	26.6	----	----	----	24.9	----
18.	ALL	78.	8.		7.1	8.9	6.3	----	10	15	8	4	1	3	4	1	----	----	----	----	----	----	----	----
31.	ALL	84.			5.8	6.1	6.4	----	62	20	32	1	3	11	22	3	----	34.6	26.7	----	----	32.5	25.1	----
20.	ALL	93.	22.						12	14	14	9	5	1	9	6	----	----	21.0	21.2	----	----	21.8	17.5
23.	ALL	33.			5.2	5.4	----	----	30	6	1	1			1	2	----	----	----	----			----	----
22.	ALL				6.7	5.8	3.4	3.3	17	13	12	6	3	2	7	5	----	----	23.4	----	----	----	21.3	----
26.	94.	80.	27.						30	16	8	3	2	4	7	3	----	----	24.1	----	----	----	21.7	----
24.										13	6	2		8	7	7		32.0	27.3	----		31.0	28.7	----
21.	96.	75.	20.	44.	7.0	6.6	6.4	----	63	26	43	5	12	6	17	4	40.6	33.3	28.8	----	35.8	35.6	28.2	----
23.	99.	93.	35.	50.	7.0	7.3	7.2	7.8	207	179	148	1	19	47	98	7	48.4	37.4	31.4	----	45.3	36.2	28.9	----
24.		ALL	80.		----	7.0	7.0	----	1	7	10	2		1	5	1	----	----	----	----		----	----	----
25.			60.			----	7.0	----		2	5				5	1		----	----				----	----
---						----	----	----			3	1		1					----	----		----		
25.			36.		----	----	7.0	----	1	2	6	1			5		----	----	----	----			----	
23.		95.	88.		----	7.0	7.0	----		18	14	1	1	4	11			----	32.4	----	----	----	29.1	
24.		ALL	46.		----	7.0	7.0	----	1	11	19	2		6	5		----	35.9	----	----		36.1	----	
24.		ALL	75.			7.0	7.2	----		5	12	1		3	4	4		----	----	----			----	----
21.	ALL	ALL	5.		7.5	9.6	9.5	----	27	32	20	5		9	20	5	----	38.0	27.5	----		33.5	25.2	----
22.	ALL	ALL	89.	9.					6	29	7	13		9	11	20	----	37.2	31.2	23.3		37.5	29.7	25.7
23.											1	3			3	7			----	----			----	----
30.	87.	ALL	8.						13	10	8		2	2	5	3	----	----	----		----	----	----	----
23.	97.	88.	32.		5.5	5.5	4.9		27	23	12		2	3	7	1	----	----	27.0		----	----	25.9	----
16.	ALL				0.0	----	----	----	13	1	1		2		1	1	----	----	----		----		----	----
22.		ALL	25.		----	7.3	9.9	6.7	5	8	9	3		4	15	5	----	----	32.0	----		----	29.8	----
22.		ALL	52.		----	7.2	7.1		2	11	12	1		5	13	1	----	----	32.8	----		----	31.0	----
22.	99.	92.	28.		7.4	7.6	8.3	7.5	223	190	114	49	17	48	83	30	50.4	38.7	32.4	25.9	48.3	35.4	29.8	21.6
28.	ALL	71.	29.		5.8	6.3	6.0	----	24	17	15	2	3	4	2	3	----	----	----	----	----	----	----	----
23.									14	8	12	4	1	2	9	1	----	----	22.2	----	----	----	22.1	----
23.									1	11	8	4		3	5	4	----	----	----	----		----	----	----
24.	ALL	64.			5.9	8.7	12.1	----	23	10	20	2	1	4	6	6	----	----	25.2	----	----	----	24.3	----
26.									5	6	13	1		9	14	4	----	26.5	26.6	----		23.7	20.1	----
17.									1	1	4	1	1	2	6	1	----	----	----	----	----	----	----	----
30.	99.	83.			5.5	6.4	7.7	----	85	49	29	3	9	20	18	4	46.3	35.3	28.9	----	44.2	34.8	28.9	----
15.	ALL	95.	13.						3	8	6	1	6	12	9	3	----	28.5	25.1	----	----	26.4	21.6	----
19.	ALL	96.	14.	14.	7.0	7.7	8.9	4.4	693	479	357	20	48	126	162	45	58.2	42.5	36.6	27.8	52.3	40.0	32.5	23.2
22.		29.	15.			6.0	5.5	----		15	11	4		2	2	2		----	----	----		----	----	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
OHIO (CONTD)																				
Ohio State Univ.-Lima		IIB		1*	1*			37.4	29.8	----	33.0		1	1			44.9	36.2	----	39.9
Ohio State Univ.-Mansfield		IIB	5	5	5		0.0	0.1	0.0		1.7	5	5	5		0.4	14.0	2.2		2.6
Ohio State Univ.-Marion		IIB		1	1		----	36.2	27.6	----	32.8		1	1		----	43.5	33.7	----	39.7
Ohio State Univ.-Newark		IIB		1	1*		----	35.0	31.6	----	33.4		1	1*		----	42.1	38.3	----	40.3
Ohio University-Athens		I	4	3	4	3	48.0	37.7	30.8	24.9	39.2	4	3	3	2	57.9	46.1	38.2	31.5	47.8
Ohio University-Belmont		III			1			----	32.6	----	33.5			1			----	40.3	----	41.4
Ohio University-Lancaster		III		1	3			34.8	26.8		31.3		2	3			42.7	33.6		38.8
Ohio University-Zanesville		III		2	2	2	----	34.2	27.4	23.4	29.5		2	2	2	----	42.2	34.3	29.7	36.7
Ohio Wesleyan University		IIB	2	3	3		36.8	28.4	24.8		31.4	2	3	2		47.3	36.1	31.6		40.3
Otterbein College		IIB	3	4	3	3	33.8	26.9	23.8	20.0	26.2	2	3	3	4	43.0	34.8	28.5	23.0	32.3
Sinclair Community College		III	3	4	4		34.6	27.7	24.4	----	30.8	3	4	4		42.1	34.0	30.2	----	37.6
Trinity Lutheran Seminary		IIA	5				30.3	----	----	----	28.5	5				36.1	----	----	----	33.9
Univ. of Akron- Main Campus		I	3	3	2	1	49.2	37.7	32.4	27.3	39.6	4	4	3	1	58.8	45.5	39.3	33.6	47.7
Univ. Akron-Wayne Gen.&Tech.		III			4		----	----	24.6	----	26.0			4		----	----	30.4	----	32.0
Univ.of Cinti.-Main Campus		I	2	2	3	4	53.1	40.0	31.1	23.1	42.1	2	2	3	4	65.5	49.4	38.4	28.6	52.0
Univ.of Cinti.-Clrt.Gen.Tech		III		1	2		----	35.3	27.5	----	29.0		2	3		----	43.6	34.0	----	35.8
Univ.of Cinti.-R.Walters		III	1	1	3	4	41.9	35.2	26.1	20.0	31.0	1	2	3	4	51.8	43.5	32.2	24.6	38.3
University of Dayton		IIA	2	2	3	5	42.7	36.2	28.4	18.3	35.2	3	3	4	5	52.0	42.9	33.1	21.3	42.0
University of Toledo		I	3	3	3	3	49.8	38.0	31.2	24.2	41.0	3	3	3	2	60.9	47.1	39.1	30.9	50.6
Ursuline College		IIB	5	4	3	3	27.8	24.4	24.5	20.6	23.5	5	4	3	2	31.8	30.0	30.2	25.5	28.5
Walsh College		IIB	4	4	4	4	30.6	26.1	22.9	19.7	25.1	4	4	4	4	37.8	32.3	27.5	22.7	30.6
Wilmington College		IIB	4	4	4		30.8	25.6	22.5	----	25.6	4	4	4		36.5	29.2	26.3	----	29.9
Wittenberg University		IIB	1	1	2	4	42.2	33.0	26.5	19.8	33.6	1	1	2	3	53.2	40.9	32.6	24.6	41.9
Wright State University-Main		IIA	1	1	1	3	51.1	39.0	31.9	22.9	38.7	1	1	1	3	61.8	47.7	39.2	28.9	47.2
Wright State U.-Lake Campus		III			1	2	----	----	29.2	23.8	29.1			2	2	----	----	36.4	29.9	36.2
Xavier University		IIA	3	4	3	3	40.6	32.2	28.6	22.0	33.4	3	3	3	3	50.4	39.3	35.3	27.3	41.3
Youngstown State University		IIA	1	1	2	2	47.1	38.4	29.3	24.8	38.8	2	2	2	2	57.0	47.1	36.7	31.5	47.6
OKLAHOMA																				
Bacone College		III			5	5		----	18.6	16.6	18.3			5	5		----	21.5	18.6	21.0
Bartlesville Wesleyan Coll.		IIB									19.5									26.2
Cameron University	4	IIB	2	2	2	4	36.2	31.3	26.1	19.8	29.5	3	2	2	4	41.7	36.3	30.5	23.3	34.2
Central State University	3	IIA	4	3	1	1	37.9	34.7	31.6	26.7	33.6	4	3	2	2	43.8	40.2	36.6	31.2	38.9
East Central University		IIB	2	2	1	1	36.0	32.1	28.4	23.4	30.1	3	2	1	2	41.6	37.3	33.1	27.4	35.0
Langston University		IIB	3	2	3	1	33.6	30.7	24.0	24.8	26.7	3	2	3	1	39.5	36.3	28.1	29.0	31.3
Northeastern Okla. St. Univ.		IIA	5	5	4	2	34.8	29.8	25.7	24.2	28.9	5	5	5	3	40.7	35.0	30.3	28.6	34.0
Northwestern Okla. St. Univ.		IIB	2	2	1	2	35.9	32.3	28.1	21.5	27.7	3	2	2	3	42.0	37.9	33.0	25.3	32.5
Oklahoma Baptist University		IIB	4	4	4	5	29.8	25.3	22.4	17.5	24.2	4	4	4	5	37.2	29.5	26.1	20.4	28.5
Oklaoma Panhandle St. Univ.		IIB	3	2	1	1	34.8	31.4	28.7	24.5	29.2	3	2	1	1	40.6	36.7	33.6	28.9	34.2
Oklahoma State Univ.-Main		I	5	5	4	5	43.1	33.6	29.9	20.7	34.6	5	5	4	5	50.9	39.9	35.6	24.9	41.0
Okla.St.Univ. Tech.Br.-Okla.		III	4	4	3		31.5	27.5	26.0	----	26.8	4	4	4		37.0	32.6	31.0	----	31.9
Phillips University		IIB	5	5	5		26.9	23.4	20.4	----	23.5	5	5	5		28.6	24.5	21.3	----	24.6
Southeastern Okla. St. Univ.		IIA	5	5	4	3	32.6	29.8	25.9	22.6	27.5	5	5	5	4	37.3	34.3	30.0	26.4	31.7
Southwestern Okla. St. Univ.		IIA	4	2	1	2	37.2	35.6	31.6	24.8	32.0	4	3	2	2	44.1	42.3	37.6	29.7	38.1
University of Oklahoma		I	5	5	5	5	43.8	33.2	28.4	18.9	35.4	5	5	5	5	53.6	40.8	34.8	23.1	43.4
Univ. of Sci.& Arts of Okla.		IIB	2	2	1	1	35.8	32.2	28.2	23.9	29.7	3	2	2	2	40.6	36.7	32.3	27.6	33.9
University of Tulsa		IIA	1	2	3	5	47.6	36.3	29.1	17.9	35.9	2	2	3	5	56.8	44.1	35.9	23.1	43.6
OREGON																				
Central Oregon Comm. College	PNA	III																		
Columbia Christian College		IIB		5	5		----	20.2	16.9	----	18.0		5	5		----	21.4	18.0	----	19.1
George Fox College		IIB	5	5	5		26.1	22.9	18.9	----	21.8	5	5	5		32.5	28.4	22.7	----	26.8
Lewis and Clark College		IIA	2	4	4		45.8	31.2	25.5		35.2	2	4	4		55.2	38.8	33.2		43.3
Linfield College	111	IIB	4	4	4		31.1	25.7	22.5	----	26.0	3	3	3		40.4	33.9	30.0	----	34.2
Mount Angel Seminary		IIB									----									----
Multnomah School of Bible		IIB	5		5		21.7	----	18.4	----	19.8	5		5		25.1	----	21.4	----	23.0
Northwest Christian College		IIB					----	----	----		24.8					----	----	----		29.7
Oregon Institute of Tech.		IIB	2	1	1	1	39.0	33.0	28.7	25.0	32.0	2	1	1	1	49.0	41.6	35.9	30.4	40.1
Oregon State University		I	4	4	4	4	44.6	36.0	30.1	21.7	36.2	4	4	4	4	55.7	45.3	37.1	27.2	45.2
Pacific Northwest Coll. Art		IIB									18.2									22.4
Pacific University		IIB	2	3	2		37.8	28.8	25.8	----	29.6	2	3	3		45.3	34.1	30.1	----	35.0
Portland State University		IIA	3	3	3	3	40.7	33.0	28.9	22.1	35.8	3	3	3	3	50.9	41.8	35.1	27.0	44.7
Reed College		IIA	2	3	5		44.1	33.5	25.0		34.5	2	3	5		52.7	40.2	27.4		40.4
University of Oregon		I	5	5	5	4	43.9	33.9	28.5	22.1	34.9	4	4	5	4	54.8	43.0	34.4	27.8	43.4
University of Portland		IIA	4	4	5		38.1	31.1	21.9		28.3	4	4	5		46.8	37.9	27.3		34.8
Warner Pacific College		IIB		4	5		----	24.6	19.3		23.5		5	5		----	26.3	20.7		25.1
Western Baptist College		IIB	5				21.3	----	----	----	20.5	5				28.2	----	----	----	26.1
Western Cons. Baptist Sem.		IIA	5		5		27.7	----	22.2		25.7	5		5		31.1	----	26.0		29.3
Western Evangelical Seminary		IIB	5				26.6				26.6	5				32.3				32.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.		ALL	35.			6.2	5.5	----		17	11	2		2	6	1		----	30.8	----		----	28.0	----
53.	ALL	ALL	1.		----	2.4	5.2		250	479	1199		1	53	2		----	0.0	----		----	0.4	----	
21.		ALL	50.		----	6.8	6.9	----	2	8	5	1		3	3		----	----	----	----		----	----	
21.		ALL	62.		----	6.1	6.2	----	1	8	9	2	1	4	4	1	----	----	----	----	----	----	----	----
22.	99.	93.	28.	20.	4.8	5.2	5.6	7.6	216	170	118	7	14	39	67	3	48.3	38.0	31.6	----	43.1	36.3	29.3	----
23.			82.			----	5.2			4	10				1	1		----	----				----	----
24.		ALL	85.			5.1	4.9			15	9			2	4			----	----			----	----	
25.		ALL	75.		----	5.0	5.0	----	2	7	5	3		3	3	6	----	----	----	----		----	----	----
28.	ALL	83.	9.						53	21	13		6	8	21		36.9	28.6	24.7		35.5	27.9	24.8	
23.	96.	88.	33.		8.5	9.1	9.3	9.1	22	11	19	6	5	5	23	12	----	----	23.6	20.7	----	----	24.1	19.6
22.	99.	54.	12.						88	28	17	1	63	26	17	3	35.6	28.1	24.3	----	33.3	27.2	24.4	----
19.	ALL				2.9	----	----		12	4	1			1	1	1	----	----	----	----		----	----	----
20.	94.	85.	27.		6.1	6.0	6.6	5.8	230	216	108	7	25	70	88	30	49.8	38.4	33.5	27.3	44.1	35.5	31.0	27.3
23.					----	----	----	----	2	1	2	4		3	4	1	----	----	----	----		----	----	----
24.	99.	89.	18.	3.	6.8	8.4	7.9	----	345	272	151	16	39	102	107	16	53.7	40.4	32.2	23.6	47.7	39.0	29.6	22.6
24.		ALL	58.		----	8.5	9.7		1	2	8	3		5	4	2	----	----	----	----		----	----	----
24.	ALL	ALL	42.		7.5	7.5	8.4		6	21	10	1	4	18	21	10	----	35.9	26.7	----	----	34.5	25.8	----
19.	96.	80.	30.		7.0	6.9	6.8	22.0	107	128	73	7	7	20	35	9	42.9	36.8	28.9	22.5	39.3	32.5	27.6	15.0
23.	96.	79.	17.	10.	6.8	7.3	7.6	8.6	252	136	101	13	25	27	43	18	50.5	38.4	32.2	26.9	43.2	35.8	28.9	22.2
21.	89.	33.			----	----	----	5.7	1			2	8	6	11	17	----			----	----	----	----	----
22.	88.	87.			5.0	5.1	5.6	----	7	11	5	1	1	4	7	5	----	----	----	----	----	----	----	----
17.	ALL	91.	29.		4.7	4.6	4.7	----	15	7	16	1		4	8		----	----	23.2	----		----	21.1	
25.	ALL	96.	34.		4.7	5.3	8.2	----	45	38	15	9	3	12	17	2	----	33.3	27.1	----	----	32.2	26.0	----
22.	97.	95.	17.		5.7	5.8	5.9	5.9	113	135	91	12	12	30	46	32	51.6	39.4	33.1	23.5	47.3	37.4	29.6	22.7
25.			71.	33.	----	----	5.7	----	1	2	13	5			1	1	----	----	----	----			----	----
23.	ALL	ALL	24.		4.8	5.4	6.5	5.0	58	39	35	5	3	11	16	6	----	32.8	29.4	----	----	29.7	26.7	----
23.	97.	93.	46.		8.0	8.7	8.6	9.5	174	80	68	20	21	29	44	15	47.4	38.9	30.1	25.0	44.6	37.0	28.0	24.4
15.						----	8.7	----		3		1			9	6		----		----			----	----
35.																								
16.	ALL	74.	42.	5.					43	22	39	11	10	9	21	8	36.5	31.6	26.7	20.2	34.5	30.4	25.1	19.3
16.	99.	67.	51.						80	51	61	31	25	28	44	17	37.9	34.6	31.5	26.7	38.0	34.9	31.7	26.7
16.	98.	81.	51.		0.2	0.5	0.9	2.7	38	21	42	8	4	11	19	12	----	32.2	28.7	24.2	----	31.9	27.8	22.9
17.	89.	33.	19.	23.	0.0	0.0	0.2	0.0	4	6	12	14	5	3	9	8	----	----	25.1	26.0	----	----	22.5	22.6
18.	83.	28.	17.	2.					67	32	48	25	14	8	24	25	35.3	29.8	26.0	25.8	32.4	29.8	25.1	22.5
17.	ALL	43.	38.						8	12	15	16	4	2	6	12	----	----	28.1	21.1	----	----	28.0	22.0
18.	ALL	86.	37.						15	20	16	3	2	9	25	6	----	25.3	23.4	----	----	25.5	21.8	----
17.	ALL	73.	8.						6	7	5	4	1	4	8	8	----	----	----	----	----	----	----	----
19.	99.	88.	13.	38.					328	227	159	16	18	50	56	21	43.2	33.9	30.4	21.7	40.6	32.4	28.3	19.9
19.	ALL	ALL	38.						1	5	15	3	5	5	11	1	----	----	28.0	----	----	----	23.3	----
5.	94.	47.	7.		0.0	0.0	0.0	----	14	42	6	1	2	5	8	1	----	----	20.9	----	----	----	20.1	----
15.	ALL	75.	56.						38	9	29	16	6	3	10	14	32.8	----	26.8	24.0	31.2	----	23.2	20.9
19.	ALL	87.	60.						47	32	35	26	4	7	25	27	----	35.5	32.3	24.5	----	35.9	30.7	25.0
23.	96.	83.	9.		5.9	7.7	8.1	8.6	276	197	140	7	15	37	40	7	44.1	33.6	29.1	18.4	38.6	31.5	26.1	19.5
14.	ALL	88.	41.		3.0	3.6	3.6	3.0	8	12	10	7		4	7	4	----	----	28.4	----		----	27.9	----
21.	99.	64.	7.						78	63	50	6	6	17	26	22	47.5	37.3	30.2	18.2	49.4	32.9	27.0	17.9
6.									3	7	3	1	1		5	3	----	----	----	----	----		----	----
23.	75.	31.			5.1	7.3	10.6	----	7	11	11	1	1	2	3		----	----	----	----	----	----	----	
23.	ALL	72.							55	40	17		10	13	15		46.5	31.8	24.8		41.5	29.6	26.2	
31.	97.	81.			6.0	5.7	6.7	----	32	19	19	1	5	12	23	3	----	25.7	22.5	----	----	25.7	22.5	----
...																								
16.									15	2	4	4		2	2	1	----	----	----	----		----	----	----
20.									4	5					1		----	----				----		
25.	91.	39.	6.		6.9	7.5	7.6	11.3	31	32	39	11	3	9	14	3	----	33.5	29.4	----	----	31.1	26.8	----
25.	ALL	83.	8.	2.	7.7	8.2	8.2	9.0	217	175	114	29	11	33	58	28	44.8	36.2	31.0	22.7	40.9	34.5	28.3	20.7
23.																								
18.	90.	74.	3.						19	22	19	2	2	9	16	2	----	29.9	26.8	----	----	26.2	24.6	----
25.	99.	80.	5.		7.1	7.8	9.1	6.8	190	99	45	8	26	33	35	3	41.1	33.7	29.0	----	37.9	30.9	28.7	----
17	91.	81.							30	14	22		3	7	9		----	33.2	24.6		----	34.0	26.1	
25.	98.	88.	1.	22.	7.3	6.9	7.4	8.4	227	138	99	30	17	50	85	38	44.2	34.4	29.1	24.2	40.1	32.6	27.8	20.5
23.	89.	72.	15.						17	34	33		1	12	14		----	31.9	27.1		----	28.7	9.7	
7.									4	9	7		1	4	3		----	----	----		----	----	----	
28.	75.				4.7	----		----	7	3	3	1	1	1			----	----	----	----	----	----		
14.	ALL		43.		0.0	----	0.0		13	4	6				1		----	----	----		-		----	
21.	13.								7				1				----				----			

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
O R E G O N (CONTD)																				
Western Oregon State College		IIA	5	4	4	5	34.9	30.3	25.7	18.9	30.0	4	4	4	5	44.5	38.7	31.9	21.6	37.9
Western States Chiro. Coll.		IIA			.5		----	----	21.5		24.1			5		----	----	26.3		29.5
Willamette University		IIA	3	5	4		40.8	27.8	26.2	----	33.5	3	5	3		51.7	35.5	33.7	----	42.6
P E N N S Y L V A N I A																				
Academy of the New Church		IIB			1*	1*	----	----	33.1	29.7	32.5			1	1	----	----	36.5	31.5	35.0
Albright College		IIB	2	2	1	1	39.7	32.1	27.8	25.3	33.9	2	2	1	1	48.8	40.3	34.0	31.1	41.9
Allegheny College		IIB	1	2	2	2	43.4	32.6	25.9	22.1	31.7	1	1	2	2	54.7	40.8	31.9	26.2	39.4
Allentown College St.Francis		IIB	2	3	2	4	36.6	29.5	26.2	19.5	27.7	3	3	2	4	42.3	34.7	30.5	22.1	32.2
Alvernia College		IIB			5	5	5	----	20.4	20.0	16.9	20.2		5	5	5	----	22.6	22.2	18.9	22.5
Beaver College		IIB	2	3	3		38.7	28.8	25.1	----	28.6	2	3	2		48.3	35.5	30.5	----	35.2
Bryn Mawr College		I	4	4	5		46.1	36.3	27.2	----	37.0	4	3	5		56.8	45.8	33.1	----	45.6
Bucknell University		IIA	1	1	1		50.6	38.1	31.4	----	40.2	1	1	2		64.5	48.7	38.7	----	50.8
California University	28	IIA	2	2	2	2	45.5	37.5	29.5	24.1	38.9	2	2	2	2	54.9	45.6	36.4	30.2	47.2
Carlow College		IIB	3	4	5		34.2	24.2	19.1	----	23.6	3	4	5		42.2	29.2	23.6	----	28.9
Carnegie-Mellon University		I	1	1	1*	1*	68.4	42.8	37.8	33.5	50.0	1	1	1	1*	76.4	51.9	45.2	39.8	60.2
Cedar Crest College		IIB	4	4	4		30.7	25.6	21.6		25.2	4	4	4		38.1	30.1	25.5		30.2
Chatham College		IIB	2	2	3		37.1	30.9	24.4	----	29.1	2	2	3		45.1	37.6	30.1	----	35.6
Chestnut Hill College	1	IIB		4*	5		----	25.7	19.7	----	24.2		4	5		----	31.3	23.8	----	29.2
Cheyney University of Penn.	28	IIA	2	2	3	3	45.5	37.1	28.8	23.4	37.9	2	1	2	2	57.2	47.4	38.0	31.1	48.4
Clarion Univ.of Penn-Main	91	IIA	2	2	2	2	45.4	37.1	30.3	23.5	36.3	2	1	1	2	57.6	47.3	39.4	31.7	46.5
College Misericordia		IIB		4	4		----	26.4	21.3	----	23.1		4	5		----	30.4	24.7	----	26.8
Comm.Coll. of Allegheny Co.	112	III	3	3	2	3	35.8	30.9	27.4	21.9	32.4	3	2	2	3	45.7	39.7	35.5	28.6	41.5
Del. Valley Coll.of Sci&Agr.	6	IIB	3	2	2	1	35.4	30.4	26.6	25.5	29.8	2	2	2	1	42.9	37.2	33.0	31.2	36.6
Dickinson College		IIB	1	1	1	1	44.2	34.2	27.4	24.2	33.1	1	1	1	1	55.5	43.6	34.2	29.1	41.5
Drexel University		I	3	3	2	2	52.8	38.4	33.6	26.1	40.1	3	2	1	2	64.7	48.8	42.6	31.9	49.9
Duquesne University		IIA	4	5	4	5	36.2	28.9	26.4	19.6	30.2	4	4	4	4	45.3	36.4	32.6	25.0	37.7
Elizabethtown College		IIB	2	1	1		38.8	33.4	27.6	----	33.0	2	1	1		47.5	41.9	33.8	----	40.9
Franklin and Marshall Coll.		IIB	1*	1*	1	1	51.2	38.4	27.5	24.6	37.5	1*	1*	1	1	66.8	51.2	34.4	28.6	48.3
Gannon University		IIA	4	3	3	4	36.0	32.8	27.8	20.9	31.5	3	3	3	3	47.9	42.3	35.2	27.4	40.9
Geneva College		IIB	4	4	5		30.5	26.2	20.8		26.6	4	4	4		37.7	32.1	26.1		32.8
Gettysburg College		IIB	1*	1	2	1*	48.9	36.2	26.6	28.6	35.4	1*	1*	2	1*	61.8	46.4	32.8	35.5	44.8
Harrisburg Area Comm.College	3	III	2	3	3	4	37.8	30.7	25.1	21.8	33.1	1	2	2	2	50.3	41.5	34.4	30.2	44.5
Haverford College		IIB	1*	1*	1*		51.1	38.9	31.0	----	41.1	1*	1*	1*		63.9	49.6	38.7	----	51.6
Immaculata College		IIB	3	2			34.8	31.2	----	----	30.7	3	2			41.5	39.5	----	----	39.8
Indiana University of Penn.	92	IIA	2	2	3	5	43.2	35.0	27.9	19.3	35.0	2	2	3	4	53.8	44.1	35.8	25.7	44.1
Juniata College		IIB	2	3	2		37.5	29.5	26.0	----	32.4	2	2	1		48.7	37.5	33.5	----	41.8
Keystone Junior College		III	5	5	5	5	28.3	23.4	19.7	14.3	22.1	5	5	5	5	34.0	28.3	24.0	17.6	26.8
King's College		IIB	2	2	2		36.0	30.7	25.5	----	30.7	2	2	2		47.4	39.0	31.9	----	39.4
Kutztown University	28	IIA	2	2	2	2	45.3	36.7	29.2	23.9	36.3	2	2	2	2	55.7	45.6	36.8	30.5	45.1
Lackawanna Junior College		III				5	5	----	----	18.9	14.6	17.9			5	5	----	----	24.1	18.9	22.8
Lafayette College		IIB	1*	1*	1	1*	52.4	39.9	29.3	26.2	37.0	1*	1*	1	1*	65.2	50.3	36.2	32.0	45.1
Lancaster Theological Sem.		IIA	5				34.2			----	33.7	5				40.3			----	39.8
La Roche College		IIB		4	3		----	26.7	24.5		26.2		4	3		----	30.8	28.4		30.2
La Salle University		IIB	1	1	1	1	43.6	35.7	29.0	24.0	33.8	1	1	1	2	52.9	43.9	35.2	27.7	41.1
Lebanon Valley College		IIB	4	4	3		31.2	26.6	25.1	----	27.5	3	4	3		38.6	31.6	29.9	----	33.3
Lehigh University		I	2	2	2	1*	53.8	39.2	32.8	34.8	45.3	2	2	2	1*	70.5	50.6	40.4	41.3	58.6
Lincoln University		IIB	3	3	3	2	32.6	29.1	24.7	22.1	25.9	4	3	3	2	37.9	34.3	28.4	25.7	30.0
Lock Haven University		IIB	1	1*	1	3	45.4	37.1	29.4	20.5	37.8	1	1*	1*	2	57.6	47.7	38.5	27.8	48.6
Lutheran Theol.Seminary		IIA	5				26.7	----	----	----	23.8	5				38.4	----	----	----	34.2
Lutheran Theol. Sem.-Phila.		IIA	5				30.9	----	----	----	29.4	4				43.8	----	----	----	42.0
Lycoming College		IIB	2	2	3	2	36.2	30.4	24.8	22.7	28.3	2	2	3	2	43.0	38.9	29.7	27.2	34.7
Mansfield University	28	IIA	2	2	2	4	45.0	36.8	29.5	21.8	36.6	2	2	2	3	55.9	46.2	37.4	28.3	45.9
Marywood College		IIA	5	5	5	5	32.6	28.6	24.4	20.2	26.8	5	5	5	5	38.6	34.1	28.6	23.9	31.7
Mercyhurst College		IIB	3	3	4	3	32.8	27.8	22.7	20.4	25.9	3	3	4	3	42.0	35.1	27.6	24.9	32.3
Messiah College		IIB	3	3	2	2	34.1	29.8	26.5	23.0	28.4	3	3	2	2	40.6	35.6	31.7	27.2	33.9
Millersville Univ. of Penn.	1	IIA	2	2	2	2	45.2	36.9	29.7	23.6	37.3	2	2	2	2	57.7	47.9	38.9	31.5	48.2
Montgomery County Comm.Coll.		III	1	2	3		40.5	34.6	26.4	----	35.1	2	2	3		49.7	42.7	33.2	----	43.3
Moravian College		IIB	2	2	3		38.0	30.1	25.3	----	31.9	2	2	2		48.4	37.1	31.2	----	39.9
Mount Aloysius Junior Coll.		III			4	3	----	----	23.0	22.4	22.9			5	4	----	----	26.0	25.3	25.9
Muhlenberg College		IIB	1	1	1	2	43.5	33.4	27.4	22.7	34.1	1	1	1	2	56.5	43.2	34.0	27.3	43.6
Neumann College		IIB		4	4	3	----	25.2	22.6	20.8	23.2		5	4	3	----	28.4	26.7	23.6	26.7
Northampton County Area CC		III	4	3	3		33.7	30.2	26.2	----	30.0	3	3	2		43.2	38.9	34.1	----	38.7
Peirce Junior College		III	4	4		4	31.7	28.4	----	20.3	27.1	4	4		4	37.7	33.9	----	24.7	32.4
Penn State Univ.-Main Campus		I	2	2	3	5	54.2	39.1	32.3	20.4	40.0	2	2	2	4	65.7	48.2	39.9	26.5	49.1
Penn State Univ.IIA CAMPUSES	93	IIA	2	1	1	1	44.7	38.9	32.3	27.5	33.6	2	1	1	1	54.8	48.2	40.1	34.4	41.8
Phila. Coll. of Pharm.&Sci.		IIB	1	1	2	1	44.7	35.8	27.0	23.6	31.9	1	1*	1	1*	57.0	46.3	35.8	31.7	41.7
Phila.Coll.of Textiles&Sci.		IIB	1	1	1		43.0	34.9	28.9	----	33.7	1	1	1		53.5	44.3	35.8	----	42.1
Pittsburgh Theol. Seminary		IIB	1				41.7	----	----		35.6	1				51.4	----	----		43.8
Point Park College		IIB	3	4	4	3	32.0	26.1	21.7	21.0	27.2	3	4	4	3	39.1	31.8	26.2	25.1	33.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	ALL	81.	27.		7.7	7.4	8.0	16.3	44	34	22	6	13	8	11	6	35.2	30.8	26.1	19.8	33.6	28.0	24.8	18.0
22.			63.		----	----	6.3		1	5	5		1		3		----	----	----		----		----	
27.	95.	80.	54.		7.7	8.2	6.8		51	26	11	1	5	14	13		----	28.6	26.5	----	----	26.3	26.0	
8.			38.	29.					3	2	6	6			2	1	----	----	----	----			----	----
24.	97.	93.	43.						28	19	7	3	10	9	7	7	39.8	32.7	29.1	----	39.3	31.1	26.4	----
24.	97.	81.	12.		6.5	6.7	7.2	----	36	23	48	3	2	4	21	5	----	----	26.2	----	----	----	25.1	----
16.	71.	81.			5.4	6.6	6.8	4.9	4	11	18	3	3	5	11	3	----	----	26.8	----	----	----	25.3	----
11.										2	5	2	5	6	15	11		----	----	----	----	----	----	----
23.	ALL	ALL	19.		5.3	7.2	7.3	----	10	14	12	1	2	5	19	1	----	----	25.7	----	----	----	24.8	----
23.	ALL	94.			6.3	5.3	8.6	----	43	14	6	1	18	18	16	3	45.6	36.2	26.6	----	47.3	36.4	27.5	----
26.	ALL	91.	4.		6.3	6.6	7.5		78	41	50		1	17	25	1	----	39.0	32.2		----	36.1	29.7	----
22.	97.	88.	59.	40.	7.6	7.6	7.6	7.6	101	90	32	5	15	14	19	5	45.6	37.5	29.6	----	44.8	37.3	29.3	----
22.	ALL	33.			0.0	0.0	1.4	----	4	8	4		5	13	14	4	----	24.5	----		----	24.0	----	----
20.	ALL	42.			6.8	8.5	10.3	17.7	198	114	107	6	12	22	34	2	64.2	44.1	38.9	----	51.0	36.3	34.2	----
20.	93.	93.	13.						12	6	9		2	8	14		----	25.3	22.1		----	25.8	21.2	
22.	ALL	92.	6.						9	6	8	4	1	7	9		----	31.0	23.6	----	----	30.9	25.2	
20.		86.	ALL		----	5.8	6.8	----	3	4	3	1	2	3	7	2	----	----	----	----	----	----	----	----
28.	ALL	94.	65.	40.					35	38	10	5	15	24	10	5	45.5	37.2	29.5	----	45.5	37.0	28.2	----
28.	91.	82.	46.	38.					91	76	62	10	8	15	49	16	45.4	36.9	31.0	23.8	45.6	38.2	29.5	23.2
16.		89.	47.		----	4.1	4.1	----	2	13	8	2	2	5	26	3	----	----	22.1	----	----	----	21.0	----
28.	97.	91.	68.						91	68	34	1	65	48	26	5	37.2	32.5	29.8	----	34.0	28.7	24.3	----
23.	ALL	96.	63.						13	24	15	6		4	4		----	----	----	----		----	----	
26.	97.	94.			5.9	6.6	8.5	7.3	29	39	31	1	1	9	13	15	----	34.4	27.7	----	----	33.3	26.6	----
25.	89.	73.	25.						126	87	86	25	6	21	31	12	53.3	39.0	34.9	27.1	44.3	36.1	29.8	24.0
25.	96.	90.	15.	5.	3.0	2.8	2.5	2.0	83	52	51	3	15	31	17	19	37.3	30.0	26.7	----	30.5	26.9	25.4	----
24.	ALL	85.	26.		9.6	8.7	7.7	----	31	36	16	3	1	5	11	2	----	----	27.8	----	----	----	27.2	----
29.	ALL	97.	9.		7.0	8.1	8.7	10.4	42	29	26	11	1	5	17	4	----	----	27.4	----	----	----	27.6	----
30.	94.	93.	50.		2.7	4.1	4.5	5.3	28	37	29	4	4	6	7	2	----	33.4	28.4	----	----	29.2	25.2	----
24.	ALL	87.	33.		0.0	0.0	0.0		17	12	10		2	3	2		----	----	----		----	----	----	
26.	94.	93.	5.	11.	4.3	5.1	6.2	4.9	31	45	22	4	2	10	20	5	----	36.4	26.5	----	----	35.5	26.7	----
34.	ALL	73.	83.		5.3	5.6	6.0	6.3	63	8	6	4	7	3	6	14	38.1	----	27.1	----	34.6	----	23.0	----
26.	97.	74.			5.0	5.7	7.2		32	13	16	2	2	6	10		----	39.8	31.5	----	----	37.1	30.1	
30.	ALL	82.			5.0	5.0	----	----	2	5	1		4	6	2	2	----	----	----		----	----	----	----
26.	99.	74.	44.	7.					202	142	101	15	29	39	78	26	43.3	35.1	28.0	18.8	43.0	34.8	27.8	19.6
29.					3.9	4.4	4.6	----	33	16	6	1	1	6	8	1	----	30.2	27.6	----	----	27.6	24.8	----
21.	ALL	85.	18.						10	6	2	2	2	7	9	6	----	24.1	----	----	----	22.8	----	----
28.	ALL	87.	28.						28	30	16	1	1	1	9	1	----	----	25.6	----	----	----	25.1	----
24.	95.	79.	36.	16.					85	97	59	7	18	31	46	12	45.3	36.8	29.4	24.1	45.4	36.5	29.1	23.7
28.			ALL	ALL					3	3	6	3	1	2	1	4	----	----	----	----	----	----	----	----
25.	94.	96.	2.		5.4	5.5	6.4	----	32	45	45	13	2	5	20	3	----	----	29.3	----	----	----	29.3	----
18.	83.								10				2			1	----				----			----
15.									2	7	8		2	8	12		----	27.0	25.2		----	26.4	24.1	
22.	97.	95.	50.		5.1	5.5	6.1	7.5	33	68	48	9	1	10	22	7	----	36.3	30.1	25.7	----	31.7	26.6	21.9
21.	ALL	94.	25.						23	14	13	1	2	2	7	4	----	----	24.9	----	----	----	25.4	----
29.	99.	92.			5.5	6.8	8.2	8.0	187	89	52	5	9	9	25	3	54.3	39.6	33.9	----	41.8	34.8	30.4	----
16.	ALL	92.	24.	9.	6.0	6.7	5.9	8.4	10	9	17	3	3	3	16	8	----	----	25.5	----	----	----	23.8	----
28.	98.	92.	33.						50	57	20	2	11	6	13	6	45.4	37.1	29.5	----	45.2	37.0	29.4	----
44.	ALL				4.6	----	----	----	8	3	1	2			2		----	----	----	----			----	
43.	ALL								10		1			1		1	----		----			----		----
23.	ALL	ALL	28.		4.7	5.8	5.1	5.2	10	27	22		1		10	6	----	----	25.0		----		24.2	----
26.	ALL	95.	66.						51	47	32	3	5	9	21	4	----	36.8	29.4	----	----	36.6	29.6	----
18.	86.	82.	46.		4.0	4.3	4.7	4.3	17	23	19	4	5	16	38	4	----	28.7	25.1	----	----	28.5	24.0	----
25.	ALL	88.							10	16	23	5	6	9	8	6	32.4	28.8	23.1	----	33.7	25.9	21.8	----
19.	63.	7.	3.						17	23	25	7	2	5	15	5	----	----	26.5	----	----	----	26.6	----
29.	97.	85.	39.	44.					95	82	51	3	11	30	36	6	45.3	36.9	29.9	----	44.1	36.8	29.4	----
23.	ALL	98.	74.		5.9	6.3	7.3		41	26	12		10	35	15	1	41.5	35.8	28.1		36.2	33.8	25.1	----
25.	94.	75.	12.		4.3	4.6	4.7	----	24	28	11	2	7	4	6		38.9	----	25.3	----	35.0	----	25.1	
13.									1	2	5		3	3	10	8	----	----	----		----	----	----	----
28.	ALL	94.	12.		7.8	8.2	7.6	----	39	14	26	3	2	2	15	3	----	----	28.0	----	----	----	26.4	----
15.					----	----	6.9	6.6	2	2	5		1	5	12	10	----	----	----		----	----	----	----
29.	ALL	86.	46.						18	13	12	1	11	8	12	2	33.5	31.3	27.3	----	34.0	28.4	25.1	----
20.									7	5	1	3	4	6	4	4	----	----	----	----	----	----	----	----
23.	98.	78.	14.		7.1	7.2	11	4.3	8.3	510	377	278	64	27	49	92	88	54.6	39.3	33.7	21.5	48.4	36.8	28.3	19.6
24.	92.	79.	26.		5.2	6.6	7.4	12.4	23	60	72	41	1	8	14	19	----	39.2	33.0	30.1	----	36.8	28.5	21.7
30.	ALL	77.			5.4	9.7	9.2	8.0	18	12	18	11	3	1	18	6	----	----	27.3	25.6	----	----	26.8	19.9
25.	ALL	96.	24.		3.7	4.4	5.8		16	23	18			5	15	3	----	----	29.3			----	28.5	----
23.	ALL								9	2	3			1	2		----	----	----			----	----	
22.	97.	68.	14.		4.5	4.9	5.7	----	25	16	8	2	6	6	6	4	32.5	28.2	21.9	----	29.9	20.6	21.3	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
PENNSYLVANIA (CONTD)																				
Rosemont College		IIB	3	2	4		33.8	30.3	21.7	----	27.0	3	3	4		38.9	34.9	25.3	----	31.2
St. Joseph's University		IIB	1	1	1	1	43.4	34.6	29.6	24.2	34.2	1	1	1	1	52.8	42.4	36.2	29.7	41.8
St. Vincent College		IIB	3	3	4	3	34.8	28.3	22.6	20.8	26.8	3	3	3	2	41.9	35.3	27.9	25.6	33.2
Seton Hill College		IIB	3	4	5	5	32.6	25.3	20.7	17.1	22.6	3	4	5	5	40.4	30.0	24.9	20.8	27.3
Shippensburg University		IIA	2	2	2	2	45.4	36.7	30.2	24.5	38.8	2	2	2	1	56.4	46.5	38.8	32.1	48.8
Slippery Rock University	28	IIA	2	2	2	2	45.5	36.8	29.6	23.7	37.0	2	2	2	2	56.8	46.5	37.9	30.9	46.7
Susquehanna University		IIB	1	2	2	4	40.0	31.5	26.5	19.8	32.1	1	2	2	3	52.1	40.3	32.4	24.3	40.9
Swarthmore College		IIB	1*	1	1		51.8	36.1	28.9	----	41.9	1*	1	1		64.8	44.6	35.7	----	52.2
Temple University		I	4	3	3	2	48.3	38.0	31.8	26.6	40.4	4	3	2	1	59.4	47.3	39.9	33.6	50.0
Thiel College		IIB	4	4	4		31.8	26.2	22.5	----	27.3	3	3	4		41.6	32.9	27.4	----	35.1
University of the Arts		IIB	1	4	5		47.0	25.9	20.1	----	25.9	1*	4	5		74.8	31.3	24.3	----	33.1
University of Pennsylvania		I	1*	1*	1*		64.3	46.3	38.3	----	53.9	1*	1*	1*		79.2	58.4	46.6	----	66.6
Univ. of Pittsburgh-Main		I	2	2	3	4	54.2	39.0	30.9	21.5	41.1	2	2	3	4	67.0	48.8	38.3	26.9	51.1
Univ. of Pittsburgh-Bradford		IIB		2	2	4	----	31.7	27.1	19.5	28.4		2	2	4	----	39.2	33.0	23.5	35.0
Univ. of Pittsburgh-Grnsburg		III	3	3	3	5	35.8	29.4	26.2	18.7	28.5	3	4	3	5	45.7	36.6	33.0	23.0	35.9
Univ. of Pittsburgh-Johnstwn		IIB	1	1	2	2	40.9	34.1	26.5	22.3	30.7	1	1	1	2	53.0	43.0	33.1	27.6	38.7
Univ. of Pittsburgh-Titsvlle		III			5			----	22.5	----	24.3			5			----	27.9	----	31.2
University of Scranton		IIA	3	3	3	3	39.3	32.8	28.3	23.2	32.0	3	3	3	2	50.9	43.0	35.6	30.8	41.3
Ursinus College		IIB	2	2	2		39.6	32.7	26.6	----	32.3	2	2	2		47.5	39.3	31.8	----	38.7
Valley Forge Mil.Junior Coll	•	III					----	----	----		22.5					----	----	----		28.0
Villa Maria College		IIB		4	5		----	24.8	20.0	----	20.8		4	5		----	29.4	23.5	----	24.6
Villanova University		IIA	1	1	1	3	49.7	38.4	32.7	22.3	38.2	1	1	1	4	61.9	47.3	39.7	26.2	46.8
Washington & Jefferson Coll.		IIB	2	1	2	2	37.7	33.1	26.8	22.6	32.2	2	1	2	2	45.8	41.1	32.9	26.7	39.5
Waynesburg College		IIB	5	5	4	4	26.2	22.8	21.1	19.6	22.9	4	4	3	3	33.4	30.8	28.9	24.8	29.7
West Chester University	28	IIA	2	2	2	2	45.4	37.2	29.7	25.3	37.4	2	2	2	2	55.1	45.8	37.0	31.9	45.9
Westminster College		IIB	3	3	3		34.5	29.0	23.5	----	30.2	3	3	4		41.0	34.6	27.4	----	35.8
Westminster Theol. Seminary		IIA	5				29.4	----	----		27.2	5				34.7	----	----		32.1
Westmoreland Co. Comm. Coll.		III	4	3	3	4	32.2	30.3	26.2	19.7	27.3	4	3	3	4	40.2	38.2	33.6	25.2	34.8
Widener University		IIA	2	1	2	3	44.4	37.7	30.3	22.2	34.3	2	2	2	3	54.0	47.0	37.2	27.1	42.3
Wilkes College		IIA	4	5	5	4	36.7	28.9	24.8	21.0	28.4	4	5	5	5	43.2	33.9	28.5	24.0	33.0
Wilson College		IIB		4	5		----	24.4	19.8	----	22.7		5	5		----	28.4	22.9	----	26.3
York College of Pennsylvania		IIB	1	1*	1*	1	45.6	38.9	29.8	24.9	33.7	1	1*	1	1	56.9	48.3	37.0	30.8	41.9
RHODE ISLAND																				
Brown University	6	I	2	3	3		56.5	38.9	32.1	----	46.8	2	3	3		69.8	47.3	38.7	----	57.5
Bryant College of Bus. Adm.		IIA	1	1*	1		47.8	43.2	33.4	----	41.8	1	1*	1		60.9	54.7	41.8	----	52.9
Community College of R.I.		III	3	3	4	5	35.4	29.6	24.6	18.2	30.8	3	3	3	4	44.2	37.4	31.7	24.2	38.8
New England Inst. of Tech.		III			3	2		----	25.1	23.4	24.6			4	3		----	30.3	28.5	29.9
Providence College		IIA	2	1	2	1	46.5	39.0	29.6	26.2	35.6	1	1*	2	1	61.7	51.4	38.9	34.4	47.0
Rhode Island College		IIA	3	3	3	3	39.9	34.3	28.6	23.4	33.9	4	3	3	3	46.6	40.4	34.3	28.5	40.0
Rhode Island School Design	26	IIB	2	2	2		39.4	30.8	25.6	----	31.4	2	2	2		49.1	39.0	32.9	----	39.7
Roger Williams College	95	IIB									35.2									44.4
Salve Regina-Newport College		IIA	4	4	5	4	36.8	30.1	24.6	21.2	28.4	4	4	5	4	44.1	37.3	29.0	25.2	34.1
University of Rhode Island	96	I	4	4	3	1*	47.5	36.8	31.5	32.7	40.5	4	3	3	1*	59.1	46.5	39.4	41.0	50.7
SOUTH CAROLINA																				
Central Wesleyan College	4	IIB	5	5	5		22.4	17.5	16.8	----	19.4	5	5	5		27.8	20.5	19.7	----	23.4
Citadel, The		IIA	3	3	3	3	39.9	32.5	27.4	22.2	33.9	4	4	4	4	47.0	38.6	32.7	26.8	40.2
Claflin College		IIB	5	5	5	5	21.7	20.6	20.1	18.1	20.1	5	5	5	5	24.7	23.3	22.8	20.6	22.7
Clemson University		I	4	4	5	5	46.9	35.3	29.0	20.0	36.5	4	4	5	5	54.9	41.7	34.5	24.2	43.1
Coker College		IIB	4	4	4		28.2	25.2	22.5	----	24.3	4	4	4		33.2	29.8	26.5	----	28.7
College of Charleston		IIB	2	1	2	2	39.6	35.0	26.8	22.7	32.5	2	1	2	2	46.6	41.4	31.9	27.3	38.5
Columbia Bible College		IIA	5	5	5		22.6	19.4	15.9		20.3	5	5	5		27.2	23.4	19.1		24.4
Columbia College		IIB	4	4	3	3	31.6	26.0	24.4	21.0	26.2	4	4	3	3	37.1	31.2	28.8	24.3	30.9
Converse College		IIB	3	2	2		33.2	30.2	25.4	----	28.7	3	2	2		41.8	37.6	32.0	----	36.0
Erskine College		IIB	5	4	5		26.3	26.2	19.5		24.8	5	4	5		32.2	30.8	23.1		29.9
Francis Marion College		IIB	2	3	2	4	37.9	29.3	26.3	18.9	28.7	2	3	2	4	44.9	35.0	31.5	22.9	34.3
Furman University		IIB	1	2	2	3	41.5	32.3	26.4	21.1	34.3	1	2	2	3	51.4	39.2	31.3	23.8	41.7
Lander College		IIB	2	2	1	2	36.8	32.1	28.7	22.1	32.1	2	2	1	2	43.7	38.8	34.5	27.0	38.5
Limestone College		IIB	5		4		23.0	----	21.2	----	21.2	5		5		26.5	----	24.5	----	24.5
Morris College		IIB	5	5	5	5	25.5	23.9	19.0	17.8	21.0	5	5	5	5	28.2	26.5	21.1	19.7	23.3
Newberry College		IIB	5	5	5		26.8	23.8	21.0	----	23.3	5	5	5		30.7	27.7	24.2	----	26.8
North Greenville College	99	III	5		5	5	24.5	----	19.5	16.7	19.6	5		5	5	29.9	----	23.5	20.2	23.7
Presbyterian College		IIB	2	3	3	3	35.7	28.8	25.2	20.3	29.4	3	3	3	4	42.7	33.9	29.8	22.8	34.8
South Carolina State College		IIB	2	2	2	2	39.4	31.5	26.7	21.6	29.8	2	2	2	2	46.9	37.8	32.1	26.3	35.8
Univ. South Carolina-Main		I	4	4	3	4	48.3	34.7	31.0	21.0	37.7	4	4	4	5	56.9	41.5	37.1	25.6	44.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	ALL	ALL	21.						4	10	5	1	4	5	9	2	----	----	----	----	----	----	----	----
22.	95.	88.	29.						38	39	45	7	3	3	14	5	----	----	31.0	----	----	----	25.0	----
24.	ALL	70.							7	29	7	6		1	5	1	----	----	----	----		----	----	----
21.	ALL	45.							1	7	5	1	6	4	15	10	----	----	----	----	----	----	----	----
26.	98.	68.	37.		5.6	7.3	7.6	----	120	70	38	5	7	22	21	5	45.4	37.1	30.1	----	45.6	35.5	30.2	----
26.	ALL	90.	52.	10.					117	60	50	15	18	20	47	16	45.5	37.1	30.0	23.9	45.5	36.1	29.2	23.5
27.	84.	91.	24.		7.2	7.1	8.2	----	28	19	22	3	4	3	7	3	----	----	27.4	----	----	----	23.8	----
25.	92.	85.	5.		4.1	8.6	7.8	8.1	63	24	21	1	11	10	17	1	52.4	36.2	29.1	----	48.6	35.8	28.6	----
24.	96.	91.	17.	11.	4.3	5.0	6.2	10.2	406	298	150	24	74	96	101	29	49.2	38.8	32.3	28.1	43.6	35.2	31.1	25.3
28.	96.	80.	13.		6.5	7.3	7.7	----	23	11	7		3	9	8	3	----	26.4	23.1		----	25.9	21.9	----
28.	ALL	82.	4.						2	28	15	1	5	10	8	1	----	26.5	20.5	----	----	24.1	19.3	----
24.	ALL	90.	1.		7.7	8.6	9.8		478	190	160	1	44	46	71		64.8	46.8	39.7	----	59.4	44.3	34.9	
24.	96.	84.			5.6	6.4	7.3	8.8	381	323	157	20	53	99	145	43	55.0	39.5	32.2	23.7	48.5	37.4	29.6	20.4
23.		ALL			----	7.4	5.9	7.7	4	18	17	5	1	2	10	3	----	----	27.9	----	----	----	25.8	----
26.	ALL	94.			8.8	10.5	12.0	8.7	7	11	5	3	2	7	5	4	----	29.6	----	----	----	28.9	----	----
26.	ALL	ALL			5.9	6.5	6.6	8.7	10	52	29	13	2	8	11	6	----	34.4	26.7	23.6	----	32.3	25.9	19.7
28.						----	----	----		4	4	2		1	2	1			----	----		----	----	----
29.	96.	81.	84.		5.4	5.4	5.3	4.3	52	64	54	5	1	4	13	12	----	----	28.6	----	----	----	26.9	----
20.	ALL	78.	16.		8.0	7.8	7.3	----	20	18	14	2	2	9	11	1	----	33.5	26.8	----	----	31.0	26.4	----
24.									3	3	2				1		----	----	----				----	
18.		92.	15.		----	4.4	3.7	3.0		4	5	1	1	9	21	4		----	----	----	----	----	----	----
23.	98.	83.	41.		8.0	6.2	6.8	8.1	112	120	135	5	12	28	63	20	50.4	38.6	34.2	----	43.4	37.8	29.4	----
23.	ALL	97.	23.		8.3	8.7	8.1	----	24	26	9	4		5	4	5	----	----	----	----		----	----	----
30.	ALL	88.	38.						18	7	3	4	2	1	5	10	----	----	----	----	----	----	----	----
23.	99.	91.	53.	64.	10.2	10.4	10.3	10.2	116	130	61	6	22	42	60	5	45.4	37.2	29.9	----	45.3	37.0	29.5	----
18.	ALL	80.	41.		5.9	5.8	6.8	----	38	18	14	1	9	7	8	1	35.0	30.1	24.3	----	32.0	26.4	22.1	----
18.	89.								9	3	3						----	----	----					
27.					----	7.0	6.7	7.0	6	11	18	1	2	7	11	5	----	30.4	26.2	----	----	30.1	26.2	----
23.	74.	65.	4.		4.6	5.2	8.5	----	30	52	40	4	8	13	51	6	45.4	38.1	31.8	----	40.7	36.1	29.2	----
16.	93.	88.	12.		4.3	5.4	6.3	----	26	34	28	6	1	7	24	2	----	29.2	26.1	----	----	27.5	23.3	----
16.		83.			----	11.1	10.8	----	5	8	5	1		4	4	1	----	----	----	----		----	----	----
24.	93.	85.	46.						13	21	27	6	1	5	29	3	----	----	31.1	----	----	----	28.5	----
23.	ALL	96.			6.6	7.2	7.1	----	258	65	69	1	19	26	44		57.1	39.8	33.4	----	49.3	36.6	30.0	
27.	89.	69.	26.						28	31	22	2	8	8	5	3	48.3	43.4	----	----	46.2	42.4	----	----
26.	ALL	99.	50.	17.					93	37	22	3	50	34	42	3	35.9	29.1	24.1	----	34.6	30.0	24.9	----
21.										3	26	18		1	6			----	25.3	----		----	23.8	
32.	ALL	92.	63.	39.					31	50	41	12	4	12	21	11	----	40.0	30.9	27.5	----	34.8	27.1	24.7
18.	98.	94.	30.						89	68	49	5	22	28	50	12	40.2	35.2	29.5	----	38.6	32.0	27.8	----
27.	24.								23	28	18		2	11	11	1	----	31.9	26.2		----	27.9	24.4	----
26.																								
20.	95.	74.	9.		5.5	5.9	8.3	10.1	13	11	15	2	9	16	19	9	36.7	29.7	24.6	----	37.0	30.4	24.7	----
25.	ALL	92.	21.		9.6	8.3	8.6	----	276	149	75	5	28	52	70	2	47.9	37.4	33.1	----	43.6	35.2	29.8	----
21.	91.	29.	17.						9	6	4		2	1	2	1	----	----	----		----	----	----	----
19.	97.	86.	12.		2.6	3.1	4.8	----	60	48	26	3	1	2	8	3	----	----	27.7	----	----	----	26.1	----
13.	58.	27.	13.						9	7	8	10	3	4	7	5	----	----	20.6	----	----	----	19.5	----
18.	96.	76.	22.	2.					231	187	100	26	16	24	61	28	47.2	35.6	30.4	21.1	43.3	32.5	26.7	19.0
18.	90.	45.	13.						9	7	6	2	1	4	10	1	----	----	23.4	----	----	----	22.0	----
18.	98.	88.	32.	33.					39	73	51	1	4	19	33	5	----	35.1	27.0	----	----	34.8	26.5	----
20.	80.				6.7	10.5	4.9		19	6	4		1	2	5		----	----	----		----	----	----	
18.	89.	94.	30.		7.9	7.9	7.9	7.9	14	7	9		4	11	11	9	----	27.0	24.3		----	25.4	24.5	----
25.	ALL	81.							9	22	11	2	3	10	10	3	----	30.7	25.4	----	----	29.0	25.5	----
20.	ALL	56.							17	4	7		3	5	1		----	----	----		----	----	----	
19.	96.	91.	20.	5.					40	19	21	19	6	3	9	18	38.7	----	26.4	18.3	32.8	----	26.1	19.6
22.	99.	89.	36.		8.1	12.8	11.3	----	66	38	19	5	5	9	20	4	----	32.8	26.6	----	----	30.2	26.3	----
20.	97.	77.	21.						26	26	9	2	3	13	15	4	----	32.4	30.7	----	----	31.6	27.5	----
16.	78.								8	2	5	4	1	3	4		----	----	----	----	----	----	----	
11.	71.	25.							3	4	10	4	4	4	8	2	----	----	19.0	----	----	----	19.0	----
15.	83.	83.	18.		5.1	5.1	4.9		11	8	8	2	1	4	3		----	----	----	----	----	----	----	
21.	33.		50.	18.					3	1	3	4	3		3	7	----	----	----	----	----		----	----
18.	ALL	93.	7.						20	13	11	4	3	1	4	4	----	----	----	----	----	----	----	----
20.	93.	54.	28.						45	38	41	20	11	19	24	33	39.5	31.4	26.9	21.9	39.1	31.8	26.2	21.5
19.	97.	84.	61.		4.6	5.5	6.2	3.1	331	276	143	18	23	81	82	37	48.7	35.1	32.4	24.7	42.2	33.4	28.5	19.2

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
SOUTH CAROLINA (CONTD)																				
Univ. South Carolina-Aiken		IIB	3	2	3	5	35.0	30.1	24.8	17.9	27.3	3	3	3	4	41.9	36.1	30.0	21.9	32.8
Univ. South Carolina-Beaufrt	4	III		4			----	28.1	----	----	27.6		4			----	33.8	----	----	33.3
Univ. South Carolina-Coastal		IIB	3	2	2	2	35.3	29.9	26.7	23.3	29.2	3	3	2	1	42.2	36.0	32.2	28.3	35.1
Univ. South Carolina-Lncster		III		4	3		----	29.0	25.5	----	27.2		4	4		----	34.9	30.7	----	32.8
Univ. South Carolina-Slktche		III					----	----	----	----	25.4					----	----	----	----	30.6
Univ. South Carolina-Sprtbrg		IIB	3	2	2	2	35.5	30.3	25.9	21.8	28.5	3	2	2	2	42.4	36.3	31.3	26.5	34.3
Univ. South Carolina-Sumter		III		3	3		----	29.9	26.5	----	28.7		4	3		----	36.0	32.0	----	34.5
Univ. South Carolina-Union		III					----	----	----	----	24.6					----	----	----	----	29.7
Voorhees College		IIB			5	5	----	----	19.8	15.1	17.9			5	5	----	----	22.4	17.3	20.4
Winthrop College		IIA	3	3	4	5	41.0	33.5	27.1	20.1	31.7	3	3	4	4	48.9	40.2	32.7	24.6	38.0
Wofford College		IIB	2	2	2	3	39.0	30.7	26.1	21.0	31.8	2	2	2	3	47.5	37.7	32.0	25.2	38.9
SOUTH DAKOTA																				
Augustana College		IIB	4	4	3	3	31.6	26.7	23.6	20.4	26.6	3	3	3	3	40.6	34.8	29.7	24.5	33.9
Black Hills State College		IIB	3	3	3	4	33.3	28.2	24.9	19.8	28.3	4	3	3	4	38.3	32.6	28.8	23.1	32.6
Dakota State College		IIB	3	3	2	3	34.7	29.7	25.4	21.3	27.6	3	3	3	3	40.0	34.3	29.4	24.8	31.9
Dakota Wesleyan University		IIB	4	4	4		30.2	25.9	23.0	----	24.6	4	4	3		37.7	32.5	29.4	----	30.8
Huron College		IIB			3	5	----	----	24.0	15.1	19.5			4	5	----	----	26.6	17.1	21.8
Mount Marty College		IIB	5	5	5		27.2	22.4	19.2	----	21.4	5	5	5		29.2	25.1	21.5	----	23.7
North American Baptist Sem.		IIA	5				31.5	----	----	----	28.8	5				37.1	----	----	----	34.1
Northern State College		IIA	5	5	5	5	33.6	28.5	24.0	19.4	26.2	5	5	5	5	38.5	32.9	27.9	22.6	30.3
Oglala Lakota College		III	5			4	21.3			20.1	20.3	5			5	25.3			24.0	24.2
Sioux Falls College		IIB	5	5	4		26.8	23.5	22.4	----	23.5	5	4	4		32.6	28.9	27.2	----	28.6
South Dakota Sch.Min.& Tech.		IIA	4	4	3	4	37.3	31.2	27.7	21.1	32.4	4	4	4	5	46.4	35.9	32.0	24.5	38.9
South Dakota State Univ.		IIA	4	5	5	4	36.3	29.1	24.0	21.3	29.4	5	5	5	5	41.6	33.5	27.8	24.7	33.8
University of South Dakota		I	5	5	5	5	39.5	29.4	25.6	19.2	31.0	5	5	5	5	45.3	33.9	29.6	22.4	35.7
TENNESSEE																				
Austin Peay State University	1	IIA	4	5	5	5	36.3	28.7	24.0	19.0	29.4	4	4	5	5	45.1	35.7	29.8	23.7	36.6
Bethel College		IIB		5	5		----	22.3	19.9	----	21.8		5	5		----	28.3	23.6	----	26.6
Bryan College		IIB	5	5	5		24.5	22.7	19.1	----	21.4	5	5	5		29.5	27.0	22.4	----	25.4
Carson-Newman College	6	IIB	4	4	3		31.0	25.5	23.3	----	26.0	4	4	4		36.9	30.7	27.4	----	31.0
Chattanooga St.Tech.Comm.Col		III	5	2	3	1*	30.1	32.0	26.7	32.0	30.0	4	2	3	1*	37.8	40.1	33.6	40.2	37.7
Christian Brothers College	1	IIB	2	3	2		35.7	27.4	25.6	----	29.3	3	3	3		41.5	32.9	29.5	----	34.4
Cleveland State Comm. Coll.		III	4	4	4		31.7	27.5	24.1		27.6	3	3	3		42.2	36.8	32.2		36.9
David Lipscomb College		IIB	3	3	3	2	34.3	29.0	25.1	21.5	28.0	3	3	3	3	41.0	34.9	30.3	25.0	33.4
Dyersburg State Comm. Coll.		III	4	4	4	3	31.8	28.3	24.3	22.0	26.6	4	4	4	3	40.8	36.4	31.4	28.6	34.3
East Tennessee State Univ.		IIA	3	3	3	3	40.7	34.5	28.2	22.1	32.3	3	3	3	3	49.2	42.0	34.6	27.4	39.4
Free Will Baptist Bible Coll		IIB									21.1									25.0
Freed-Hardeman College		IIB	3	3	3	5	32.3	27.1	24.3	17.6	25.3	4	4	3	5	37.4	31.6	28.4	21.1	29.6
Hiwassee College		III	5	5	5	5	19.5	19.0	18.2	16.7	18.5	5	5	5	5	23.4	22.3	21.5	19.0	21.8
Jackson State Comm. College		III	4	4	4	4	31.2	27.8	24.8	20.2	25.6	4	4	4	4	39.6	35.3	30.9	26.0	32.6
King College, Inc.		IIB	5	5			28.1	22.5	----	----	23.7	4	5			34.0	26.9	----	----	28.3
Knoxville College		IIB	5		5	5	24.9	----	18.6	16.3	19.4	5		5	5	28.5	----	21.3	18.5	22.2
Lambuth College		IIB	5	5	4		25.4	23.7	21.7		23.4	5	4	4		31.8	29.8	26.7		29.1
Lane College		IIB		5	5	5	----	20.9	18.4	16.9	19.9		5	5	5	----	22.7	19.9	18.3	21.6
Lee College		IIB	4	4	4	4	29.1	24.8	21.6	18.4	23.7	4	4	4	4	34.2	29.0	25.5	21.9	27.9
Maryville College		IIB	5	5	5	5	25.1	21.3	20.8	17.8	21.3	5	5	4	5	30.9	26.7	25.1	20.7	25.9
Memphis State University		I	4	4	5	5	46.1	35.9	29.2	20.7	35.5	4	4	4	4	57.5	45.2	37.0	26.7	44.7
Middle Tenn. State Univ.	39	IIA	2	2	3	3	43.1	35.6	28.4	22.5	34.7	2	2	2	2	56.5	46.9	37.8	30.3	45.9
Milligan College		IIB	5	4	5		27.9	24.3	20.2		23.9	5	5	5		32.8	28.4	23.0		27.7
Motlow State Community Coll.		III		3	3	2	----	30.0	25.9	23.1	26.4		3	1*	2	----	38.8	77.4	30.1	48.0
Roane State Community Coll.		III	3	4	4	5	34.4	27.5	23.4	19.0	25.1	3	4	4	4	44.5	35.7	29.9	24.6	32.4
Shelby State Comm. College		III	4	5	5	4	31.0	25.1	21.6	20.3	25.2	4	4	4	4	39.8	32.8	28.5	26.8	32.8
Southern Coll.Seventh-Day Ad		IIB	5	5	5		21.6	20.6	19.6	----	20.7	5	5	4		27.6	26.5	25.4	----	26.6
State Tech.Inst.at Knoxville		III		4	4	2	----	28.6	24.7	23.4	26.1		3	3	2	----	38.0	33.1	31.5	34.9
State Tech. Inst. at Memphis		III	1	4	3	2	41.9	28.7	25.4	24.1	29.3	1	3	3	1	54.9	37.9	33.7	32.1	38.8
Tennessee State University		IIA	3	4	4	4	39.3	32.3	26.7	20.4	31.0	3	3	3	4	51.4	42.2	34.9	26.7	40.6
Tennessee Technological Univ	1	IIA	3	3	3	4	42.6	34.2	28.5	21.2	34.5	2	2	2	3	54.9	44.0	36.2	27.0	44.3
Tri-Cities State Tech. Inst.		III			3	3		----	26.5	22.3	24.7			2	3		----	35.2	29.2	32.6
Tusculum College		IIB	5		5		22.4	----	18.8	----	19.7	5		5		27.7	----	22.0	----	23.4
Union University	84	IIB	3	4	4	3	32.9	25.1	22.0	19.9	24.4	3	4	4	3	39.3	30.0	26.4	24.2	29.2
University of the South		IIB	1	2	2	1	42.5	32.0	26.5	25.3	35.8	1	1	1	1	55.3	41.9	34.9	30.7	46.6
Univ.of Tennessee-Knoxville		I	4	4	4	4	48.0	35.2	30.2	22.2	39.4	3	4	4	4	60.2	43.8	36.6	26.9	48.9
Univ. Tennessee Chattanooga		IIA	3	3	3	3	40.0	32.7	27.6	22.8	33.5	3	3	4	3	50.8	40.4	33.2	27.4	41.6
Univ.of Tennessee-Martin		IIB	2	2	1		37.0	30.9	28.0	----	33.2	2	2	1		46.8	39.3	35.6	----	42.1
Univ.of Tennessee-Inst.Agri.		IIA	2	2	1		45.6	37.5	31.8	----	38.8	2	2	1		56.3	46.6	39.8	----	48.2
Vanderbilt University		I	1	2	2	1	59.7	40.5	33.4	29.3	45.2	1	1	2	1	72.4	51.3	42.1	35.7	55.9
Volunteer State Comm.College		III	4	4	3	5	33.0	28.3	25.8	19.0	27.6	3	3	2	4	43.0	37.2	34.2	25.8	36.4
Walters State Comm. College		III	3	4	3	2	34.2	28.9	26.5	23.4	28.1	3	3	2	2	45.3	38.6	35.6	31.6	37.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	ALL	76.	13.		5.6	8.4	6.9	5.3	11	22	15	4	1	11	17	6	----	29.8	23.7	----	----	30.7	25.7	----
20.		ALL			----	8.2	----	----	3	6	5	1		2		1	----	----	----	----		----		----
20.	94.	90.	44.		3.6	3.9	4.8	7.0	17	37	14	7	1	5	20	3	----	----	26.7	----	----	----	26.7	----
20.		91.	13.		----	4.9	----	----	1	8	4			3	4	2	----	----	----			----	----	----
21.					----	----	----	----	2	3	3	1		2	1	2	----	----	----	----		----	----	----
20.	96.	79.	14.		6.4	6.6	6.3	4.2	21	23	6	7	6	19	15	18	36.1	31.0	25.9	22.9	33.2	29.4	25.9	21.4
20.		95.	10.		----	6.0	6.4	----	3	15	6	2		5	4	1	----	----	----	----		----	----	----
21.					----	----	----	----	1	3	1	2			1	3	----	----	----	----			----	----
14.									4	2	9	11	1	1	5	10	----	----	----	13.9	----	----	----	16.5
20.	93.	83.	23.						54	45	50	6	15	15	36	25	41.6	34.1	27.0	19.1	38.6	31.6	27.2	20.4
22.	90.	88.			6.7	6.3	6.5	----	19	23	8	3	1	3	1	3	----	----	----	----	----	----	----	----
28.	97.	96.	35.		4.2	4.2	4.5	7.1	29	21	21	7	3	4	13	3	----	----	24.0	----	----	----	22.8	----
15.	97.	80.	50.		3.7	4.2	4.2	3.7	27	16	16	2	4	4	10	6	----	----	25.5	----	----	----	23.8	----
16.	ALL	73.	59.						10	9	8	5		2	9	4	----	----	25.4	----		----	25.4	----
25.	ALL	57.	40.						5	6	6		1	1	4	3	----	----	----		----	----	----	----
12.									2	4	4	2			2	13	----	----	----	----			----	----
11.	ALL	50.	21.		8.8	8.6	9.7	----	3	6	7	2	4	6	12	2	----	23.3	19.8	----	----	21.6	18.9	----
18.	ALL								6	1	1	1			1		----	----	----	----			----	
16.	ALL	83.	39.	5.	1.8	1.8	2.6	3.5	23	21	34	14	1	2	7	7	----	----	24.0	19.5	----	----	24.4	19.1
19.									4			19	2			15	----			20.5	----			19.6
22.	89.	75.	46.						8	7	7	3	1	1	6	2	----	----	22.7	----	----	----	22.0	----
20.	ALL	68.	11.		3.5	9.2	3.2	2.1	43	22	15	5		3	4	3	----	----	----	----		----	----	----
15.	96.	69.	9.	2.					116	52	46	26	15	23	40	24	36.5	29.4	24.4	21.8	34.9	28.4	23.5	20.7
15.	93.	79.	13.	6.	3.2	2.5	4.8	5.5	89	58	43	8	9	18	24	23	39.9	29.7	26.8	20.4	35.7	28.7	23.6	18.8
24.	96.	84.	17.						64	35	37	2	9	10	28	9	36.8	29.3	24.9	----	33.0	26.8	22.8	----
22.		80.	14.		----	6.3	7.3	----	3	9	3	2	1	1	4		----	----	----	----	----	----	----	
19.	86.	50.	36.						6	7	8		1	1	3	1	----	----	----		----	----	----	----
19.	94.	84.	35.		3.2	3.5	3.8	----	28	20	21	3	3	12	13	1	----	26.1	24.2	----	----	24.6	21.8	----
26.	ALL	98.	57.	6.					9	27	12	10	1	20	16	6	----	32.5	23.9	35.8	----	31.2	28.9	25.7
17.	85.	74.	4.						25	28	15	3	1	7	8		----	28.2	25.6	----	----	24.2	25.7	
34.	ALL	ALL	94.						12	22	6		3	14	10		----	27.8	24.3		----	27.1	23.9	
19.	89.	62.	14.		7.2	7.9	9.8	8.3	34	19	25	14	1	2	3	11	----	----	----	21.5	----	----	----	21.4
29.	88.	75.	22.						5	6	3	2	3	6	6	7	----	28.7	----	----	----	27.9	----	----
22.	91.	78.	40.	27.					103	95	67	31	13	19	65	36	40.8	34.8	29.4	22.9	39.1	32.9	27.0	21.3
18.																								
17.	ALL	79.	55.	45.	3.0	3.1	5.6	4.2	12	16	16	5		3	4	6	----	----	----	----		----	----	----
18.	ALL	63.	17.		5.5	4.2	----	----	7	3	2	4	2	5	4	2	----	----	----	----	----	----	----	----
27.	ALL	86.	62.	6.	3.7	3.9	4.7	6.2	5	23	6	10	1	13	7	8	----	28.4	26.6	20.9	----	26.5	23.2	19.3
19.					9.1	11.8	----	----	9	10	2	1		1	3	1	----	----	----	----		----	----	----
14.	71.		25.		----	----	10.5	----	5	4	3	7	2		9	7	----	----	----	16.6	----		----	16.0
24.	92.	ALL	38.		3.0	2.8	3.0		11	7	7		1	1	9		----	----	24.8		----	----	19.3	
9.		67.	63.						5	11	5	3		1	3	4	----	----	----	----		----	----	----
18.	94.	83.	62.	13.					14	8	14	7	2	4	7	1	----	----	21.7	----	----	----	21.5	----
22.	90.	75.	11.		0.0	0.0	0.0	----	9	8	3	3	1	4	6	7	----	----	----	----	----	----	----	----
26.	93.	76.	30.	3.					208	164	145	20	16	39	91	46	46.1	36.3	30.0	22.2	45.7	34.4	28.0	20.0
32.	96.	83.	43.	2.	4.4	4.6	4.3	5.3	155	68	65	26	15	25	57	33	43.2	36.1	29.6	23.4	42.1	34.0	27.1	21.8
16.	92.	67.	13.						11	9	6		1	6	9		----	24.8	21.4		----	23.4	19.4	
82.		ALL	94.						2	6	5	8	2	7	11	10	----	29.4	----	23.0	----	30.4	----	23.1
29.	91.	92.	16.	16.	4.0	4.3	4.9	4.9	7	24	11	8	4	15	14	17	----	27.8	24.4	19.2	----	27.1	22.6	18.9
30.	89.	91.	12.	20.	4.0	4.0	4.0	4.0	15	31	5	5	4	39	12	5	----	25.3	----	----	----	25.0	----	----
28.	89.	36.							27	12	8	2	1	16	10		----	20.7	19.7	----	----	20.6	19.6	
34.		ALL	63.						3	8	10	6		7	9	6	----	30.1	24.6	26.0		26.8	24.9	20.8
32.	ALL	80.	39.						14	34	21	16	11	12	10	15	47.9	29.7	25.8	24.6	34.4	25.9	24.6	23.6
31.	87.	73.	53.	16.					86	65	35	22	21	33	57	35	39.8	32.6	27.6	21.2	37.3	31.6	26.1	19.9
28.	96.	81.	44.	10.	4.1	4.5	4.9	4.5	124	77	71	6	11	7	38	24	43.1	34.3	29.1	20.0	37.0	33.0	27.4	21.4
32.			36.			----	4.5	3.7		1	15	11		2	7	10		----	27.6	22.8		----	24.0	21.8
19.		83.		10.					5	2	7	3	1	2	3	2	----	----	----	----	----	----	----	----
20.	80.	47.	6.		3.9	4.8	4.5	5.9	13	11	14	5	2	6	17	10	----	24.5	22.3	----	----	26.1	21.8	----
30.	96.	70.	35.		10.1	6.5	4.7	----	48	19	15	5	1	1	5	1	----	----	----	----	----	----	----	----
24.	96.	80.	17.	5.	4.5	5.1	5.2	5.9	489	269	125	24	42	76	89	38	48.4	35.9	31.2	22.4	42.5	32.6	28.9	22.1
24.	98.	76.	12.		3.2	5.3	6.5	4.6	79	57	36	2	6	26	23	12	40.3	33.6	27.7	----	35.9	30.5	27.5	----
27.	ALL	83.	34.		4.4	5.2	8.2	----	90	47	24		12	19	14	3	37.0	31.5	29.5		37.3	29.4	25.4	----
24.	95.	86.	10.		6.1	4.6	4.9	----	75	61	39	4	3	3	11		----	----	32.3	----	----	----	30.3	
24.	98.	88.	4.		8.2	8.6	10.0	11.3	226	126	127	7	12	37	43	7	60.1	40.8	34.9	29.8	52.6	39.7	29.3	28.9
32.	ALL	98.	56.						10	22	4	6	5	19	5	5	----	28.5	----	----	----	28.1	----	----
34.	ALL	93.	67.						9	17	12	8	4	12	9	7	----	29.0	26.9	24.3	----	28.6	26.0	22.3

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
TEXAS																				
Abilene Christian University	126	IIA	5	5	4	5	32.7	28.5	25.6	19.6	28.5	5	5	4	5	39.3	34.5	31.1	24.2	34.5
American Technological Univ.		IIA		5			----	26.7	----	----	26.2		5			----	31.3	----	----	30.7
Angelo State University	1	IIB	2	1	1	2	39.5	34.8	28.9	22.1	32.4	2	1	1	2	47.7	42.4	35.5	27.7	39.6
Austin College		IIB	1	2	2		40.8	30.1	26.3	----	33.8	1	2	2		49.6	37.0	32.4	----	41.4
Baylor University	4	I	4	3	3		48.0	37.5	31.5	----	36.4	3	3	3		60.3	47.3	39.3	----	45.5
Corpus Christi State Univ.		IIA	4	4	5		37.9	30.2	24.5	----	31.7	4	4	4		46.4	37.3	30.7	----	39.1
Del Mar College	1	III	2	2	1	2	38.9	32.9	28.9	24.5	32.1	2	2	2	2	46.7	39.7	35.1	29.9	38.7
East Texas Baptist Univ.		IIB	5		4		27.6	----	22.0	----	25.0	5		4		32.7	----	26.2	----	29.7
East Texas State University	30	IIA	4	4	3	2	39.0	32.2	27.8	25.5	34.2	4	4	3	2	47.1	39.2	34.2	31.5	41.5
East Texas State U-Texarkana	29	IIB	2	1			38.5	33.5	----	----	34.7	2	1			47.1	41.3	----	----	42.7
Episcopal Theol.Sem.Southwst		IIB	3				33.5	----		----	32.4	1				59.3	----		----	57.8
Hardin-Simmons University		IIA	4	4	3	2	36.6	29.9	27.5	23.9	32.3	4	4	4	3	42.8	36.2	32.8	28.0	38.0
Incarnate Word College		IIB	3	3	4		33.6	27.4	23.1	----	25.8	3	4	4		39.1	31.0	27.3	----	29.8
Jarvis Christian College		IIB	4	5	5	5	29.1	23.6	19.3	16.4	20.8	5	5	5	5	32.8	26.2	21.5	18.4	23.3
Laredo State University	1	IIB	2	2	1		37.2	31.4	28.2		32.2	2	2	1		44.4	38.0	34.4		38.9
LeTourneau College		IIB	4	4	4		29.2	26.4	23.1		26.0	4	3	2		37.5	34.3	30.5		33.9
Lubbock Christian College		IIB	5	5	5		24.1	21.0	18.7	----	22.0	5	5	5		26.7	23.6	20.4	----	24.5
McMurry College		IIB	4	4	3		29.7	25.7	24.9	----	26.6	4	4	3		34.4	30.0	29.1	----	31.0
Midwestern State University		IIA	4	3	4	4	39.0	32.9	25.5	21.5	31.0	4	3	4	4	47.5	40.3	31.5	26.6	38.0
North Texas State University	30	I	5	4	4	4	42.3	34.4	29.9	21.9	34.0	5	4	4	4	50.7	41.7	36.5	27.2	41.1
Our Lady of the Lake Univ.		IIA	5	5	5	4	34.5	28.0	23.9	20.4	26.9	5	5	5	5	40.2	32.9	28.0	23.6	31.4
Pan American University	30	IIA	3	3	4	3	41.1	32.7	27.3	22.0	31.0	3	4	4	4	48.4	38.7	32.5	26.5	36.7
Prairie View A&M University	30	IIA	3	2	2	2	40.1	34.8	29.7	24.5	31.3	3	3	2	2	48.6	42.5	36.6	30.6	38.4
Rice University		I	2	2	2	3	57.4	40.7	33.5	24.3	47.6	2	2	2	4	66.1	48.4	40.5	28.8	55.6
St. Edward's University		IIB	3	3	3	4	35.3	28.4	24.0	18.3	26.8	3	3	3	4	41.8	33.7	28.5	21.7	31.7
St. Mary's University		IIA	2	3	2		43.9	33.0	29.9	----	35.1	3	4	3		51.3	38.7	34.5	----	41.0
St. Philip's College		III	3	3	4	3	36.2	31.9	24.7	24.2	26.9	3	3	4	3	42.7	37.7	29.4	28.9	31.9
Sam Houston State University		IIA	4	3	4	2	38.4	32.6	26.8	24.0	33.1	4	3	4	2	46.3	39.5	32.6	29.3	40.1
San Antonio College		III	3	2	1	3	36.6	32.6	29.2	22.7	31.4	3	3	2	4	43.0	38.4	34.5	27.0	37.0
Schreiner College		III	5	4	5	5	29.1	26.9	22.7	18.6	24.1	5	4	5	5	35.0	32.9	27.0	22.0	29.0
Southern Methodist Univ.		I	2	3	2		57.2	38.6	33.2	----	42.5	2	3	2		70.7	47.8	39.7	----	52.1
Southwest Texas State Univ.	30	IIA	3	3	3	3	41.3	34.4	28.0	22.0	31.8	3	3	3	3	48.6	41.1	34.2	27.8	38.3
Southwestern Assemb.God Coll		IIB	5		5		26.9	----	20.5	----	22.7	5		5		29.8	----	23.3	----	25.5
Southwestern University		IIB	1	1*	1		46.8	37.3	29.4	----	37.5	1	1	1		57.9	44.6	35.5	----	45.6
Stephen F.Austin State Univ.	30	IIA	4	4	4	4	38.1	31.6	26.5	20.5	29.8	4	4	4	4	46.1	38.7	32.8	25.9	36.5
Sul Ross State Univbersity	105	IIB	3	3	3		34.5	28.5	23.8	----	27.5	2	3	3		42.8	35.7	30.3	----	34.6
Tarleton State University	1	IIA	4	4	4	4	36.0	31.9	26.4	21.2	28.3	4	3	4	4	44.1	39.3	32.9	26.8	35.1
Texas A & I University	1	IIA	4	4	3	5	35.8	30.6	28.0	19.6	31.2	4	4	3	5	43.3	37.2	34.1	24.1	37.9
Texas A & M University-Main	1	I	3	3	3	5	51.3	38.8	32.1	20.8	39.7	3	3	2	4	61.4	47.4	39.6	26.5	48.2
Texas A&M Univ.at Galveston	1	IIB	3	2	2	2	35.3	30.7	26.4	21.5	28.7	2	2	2	2	43.5	38.1	33.0	27.1	35.6
Texas Christian University		I	3	4	3	2	49.0	37.1	31.2	26.6	37.9	4	4	3	2	59.3	45.7	37.9	31.8	46.2
Texas Lutheran College		IIB	3	2	2		34.3	31.2	25.9	----	29.4	3	2	2		42.2	38.6	32.5	----	36.5
Texas Southern University	30	I	5	4	5	5	37.8	34.1	23.6	19.4	29.2	5	5	5	5	45.2	41.0	29.0	23.6	35.3
Texas Tech University	1	I	4	4	4		46.0	34.1	29.4	----	36.7	4	4	4		54.8	41.3	35.9	----	44.1
Texas Wesleyan College		IIB	4	3	2		30.5	27.0	25.6	----	27.6	4	3	2		37.7	33.7	32.0	----	34.3
Texas Woman's University	132	I	5	5	5	3	40.4	31.6	26.6	23.6	30.7	5	5	5	4	48.3	38.2	32.5	29.0	37.2
Trinity University		IIA	1	2	2		51.5	37.2	29.2	----	40.7	1*	2	2		64.9	46.9	36.8	----	51.4
University of Dallas		IIA	5	4	3		33.8	31.5	28.3	----	30.1	5	4	4		39.5	36.9	33.1	----	35.2
Univ. of Houston-Univ. Park	1	I	2	3	3	2	53.5	37.6	31.7	25.2	41.9	3	4	3	2	63.4	45.3	38.5	31.1	50.2
Univ. of Houston-Clear Lake		IIA	2	2	1		42.8	36.4	32.4	----	36.8	3	2	1		51.7	44.6	39.9	----	44.9
Univ. of Houston-Downtown	30	IIB	1	1	1		40.9	35.1	28.9		30.4	1	1	1		49.7	42.4	35.4		37.2
Univ. of Houston-Victoria		IIB		3	3		----	29.6	24.7	----	27.2		3	3		----	35.8	30.1	----	33.0
University of St. Thomas		IIA	5	5	5		28.1	26.5	24.1	----	26.1	5	5	5		32.7	30.4	27.8	----	30.1
Univ. of Texas at Austin	30	I	1	3	2	2	58.1	38.3	33.9	26.7	46.0	2	3	2	2	68.4	46.5	41.5	33.2	55.0
Univ. of Texas at Arlington		I	4	4	4		47.4	35.2	30.6	----	35.5	4	4	4		56.7	43.0	37.6	----	43.3
Univ. of Texas at Dallas	30	I	3	3	2		52.0	37.7	33.8	----	42.7	3	4	2		61.5	45.6	41.1	----	51.1
Univ. of Texas -Permian Bsn.		IIA	4	4	3		37.2	30.3	27.7	----	33.1	4	4	3		45.4	37.3	34.3	----	40.6
Univ. of Texas -San Antonio	1	IIA	3	3	2		42.2	34.5	29.5	----	31.4	3	3	2		51.0	42.0	36.3	----	38.5
Univ. of Texas at Tyler	1	IIB	1	1	1	1	42.5	34.8	29.2	23.5	32.6	1	1	1	1	51.3	42.5	36.0	29.4	39.9
West Texas State University		IIA	4	4	4	4	38.2	30.4	26.0	21.6	30.0	4	4	4	3	46.3	37.2	32.1	27.1	36.7
Western Texas College		III	4	5	3	4	32.8	26.3	25.1	21.5	26.5	4	5	4	4	38.3	30.9	29.7	25.5	31.2
UTAH																				
Salt Lake Community College	106	III	4	4	4	2	30.3	27.1	23.4	23.4	25.8	4	4	3	2	39.8	35.8	31.5	31.4	34.4
Snow College		III	4	4	4	4	32.9	29.0	25.0	21.7	27.1	3	3	3	3	42.8	38.4	33.5	29.5	35.9
Southern Utah State College	140	IIB	3	3	3	3	34.6	27.6	23.4	20.5	27.4	4	5	5	5	34.6	27.6	23.4	20.5	27.4
University of Utah		I	4	5	4	3	46.7	33.8	29.4	24.9	38.5	4	4	3	2	59.1	43.6	38.4	32.9	49.3
Utah State University		I	5	5	5	4	41.5	33.0	27.4	22.5	33.3	5	4	5	3	53.4	42.9	35.4	29.1	43.1
Weber State College		IIA	4	5	4	5	35.5	29.4	25.6	19.8	28.9	4	4	3	4	46.5	38.8	34.2	26.8	38.2
Westminster Coll. Slt.Lke.Cy	1	IIB	4	3	3		28.2	27.2	23.6		25.6	4	3	3		33.7	33.3	28.6		30.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	86.	74.	38.	12.	0.0	0.0	0.0	0.0	73	28	27	10	7	3	10	15	32.9	----	25.8	19.9	31.2	----	24.8	19.4
17.									1	3	3	3	1	3			----	----	----	----	----	----		
22.	98.	84.	28.		9.8	9.6	7.2	8.7	50	29	13	15	7	2	27	18	39.6	----	29.5	21.9	38.5	----	28.6	22.2
22.	ALL	96.							33	23	10	1	2	5	5	2	----	----	----	----	----	----	----	----
25.	89.	80.	24.		5.4	6.1	5.9	6.9	154	107	60	3	13	37	39	1	48.5	38.3	32.7	----	42.0	35.1	29.5	----
23.	97.	93.	10.						32	28	5		7	12	15	4	38.2	30.7	----		36.8	28.9	----	----
21.	ALL	99.	88.	3.	3.0	6.7	4.6	5.1	39	47	24	17	20	28	32	22	39.0	32.9	29.2	24.8	38.8	32.8	28.7	24.3
19.	44.		9.						11	3	9	2	7		2	2	28.2	----	----	----	26.8		----	----
21.	97.	77.	51.	19.					107	44	30	7	12	20	15	9	39.3	33.5	28.2	27.2	36.6	29.4	27.0	24.2
23.	ALL	45.							11	9	1		2	2	2	1	----	----	----		----	----	----	----
78.	ALL								7	3						1	----	----						----
18.	98.	70.	70.						40	5	11	5	5	5	9	4	----	----	28.7	----	----	----	26.1	----
16.	ALL	41.	23.						10	7	13		7	10	22	5	32.3	28.4	24.0		35.6	26.8	22.6	----
12.	17.								3	9	9	9	3	2	1	4	----	----	----	----	----	----	----	----
21.	75.	70.	13.		----	5.6	----		8	7	5			3	3		----	----	----			----	----	
30.	75.	50.	7.						12	17	13			1	2		----	----	----			----	----	
12.	ALL	82.	17.						16	9	4	2	5	8	2		----	21.1	----	----	----	20.8	----	
17.	89.	58.	36.		5.5	5.3	5.1	6.0	24	11	14	3	4	1	11	2	----	----	25.9	----	----	----	23.6	----
23.	94.	83.	30.						34	34	22	6		8	15	10	----	33.0	25.0	22.0		32.6	26.4	21.1
21.	98.	89.	62.	ALL					195	163	110	6	20	36	52	1	42.3	35.0	30.6	----	42.5	31.9	28.4	----
17.	87.	42.	11.		3.1	2.7	4.5	4.8	10	11	9	1	5	13	9	11	----	27.9	24.9	----	----	28.0	22.9	----
19.	95.	86.	61.	14.					54	70	54	25	7	7	41	17	41.2	32.6	27.7	22.6	40.4	33.4	26.7	21.2
23.	86.	72.	25.						25	40	51	35	4	24	26	12	----	36.4	30.6	24.8	----	32.2	28.1	23.8
17.	ALL	86.							193	51	65	7	18	22	18	3	58.0	42.2	34.2	----	51.4	37.2	30.9	----
19.	59.	24.							16	22	23	1	1	12	13	11	----	28.6	24.5	----	----	28.2	23.2	----
17.	88.	23.							33	47	20	3	10	5	16		47.5	----	30.3	----	32.1	----	29.3	
19.	ALL	98.	75.	28.					4	22	34	51	7	23	23	27	----	31.6	22.1	25.0	----	32.2	28.5	22.7
21.	99.	98.	52.	63.					120	63	36	4	21	17	14	4	38.2	32.8	26.9	----	39.5	32.0	26.6	----
18.	ALL	99.	71.	11.					107	81	58	48	57	49	37	43	36.6	32.9	29.2	22.6	36.5	32.0	29.3	22.8
20.	75.	50.							8	4	7	4		2	5	3	----	----	----	----		----	----	----
23.	97.	87.	10.		3.6	4.3	5.8		161	110	103	2	12	24	47	2	57.6	39.4	34.2	----	52.1	34.8	30.9	----
21.	97.	94.	39.	8.					129	106	83	29	22	39	54	24	41.5	35.0	28.2	21.7	40.3	32.9	27.6	22.3
12.	83.		50.						4	2	4	3	2	1	2		----	----	----	----	----	----	----	
21.	92.	72.	23.		21.4	14.7	19.1	----	18	14	17		6	4	5	4	48.1	----	----		42.7	----	----	----
23.	97.	89.	51.	6.	4.0	4.0	4.0	4.0	108	70	63	23	9	19	19	26	38.0	31.6	26.8	21.9	38.9	31.8	25.6	19.3
26.	95.	69.	18.		2.6	3.8	7.0	----	21	24	17	1	1	2	5	3	----	----	----	----	----	----	----	----
24.	ALL	85.	30.	7.	6.0	5.2	6.1	6.5	26	34	34	10	2	7	12	19	----	32.4	27.0	22.5	----	29.4	24.5	20.5
21.	99.	74.	48.	11.					68	40	22	12	5	14	7	6	----	31.8	28.8	20.2	----	27.4	25.8	18.3
21.	95.	86.	6.	8.					518	372	294	9	15	43	84	3	51.5	39.3	32.9	----	46.0	34.9	29.0	----
24.	ALL	ALL							7	17	9	6			2	2	----	----	----	----			----	----
22.	97.	90.	23.	17.	4.3	5.0	4.4	3.8	78	76	55	2	10	28	52	4	49.4	38.2	32.1	----	45.9	34.1	30.2	----
24.	96.	90.	50.						19	6	18	2	4	4	8	2	----	----	26.8	----	----	----	23.8	----
21.	99.	82.	54.	13.					62	56	61	22	14	31	57	16	38.9	34.3	24.2	18.7	33.0	33.6	23.0	20.4
20.	98.	89.	13.		6.5	6.4	8.3		268	197	124	3	17	50	50	2	46.2	34.6	30.3	----	43.1	31.8	27.1	----
24.	96.	58.	24.		3.4	3.7	3.9	----	21	18	12	1	4	8	9	3	----	27.6	26.7	----	----	25.7	24.0	----
21.	94.	68.	43.	21.	4.8	4.1	8.2	15.4	41	52	10	2	38	72	67	27	40.9	32.5	26.3	----	40.0	30.9	26.7	----
26.	ALL	98.	11.		7.7	6.7	8.1		81	47	42	1	10	11	19	3	52.7	37.8	29.3	----	41.6	34.9	29.1	----
17.	ALL	97.	13.		4.5	3.4	3.0	----	12	32	19	4	2	5	4		----	----	----	----	----	----	----	
20.	85.	68.	6.	15.					304	239	153	10	26	44	67	10	53.9	38.1	32.9	26.5	48.6	35.2	28.9	23.9
22.	ALL	91.			6.1	5.5	8.9	----	42	54	25	3	4	27	18	2	----	37.3	34.3	----	----	34.8	29.8	----
22.	88.	84.	28.		6.4	6.7	6.3		16	25	35			12	19		----	36.9	29.6			31.6	27.4	
21.		46.							4	8	5			5	3	1	----	----	----			----	----	----
15.	97.	74.	11.		3.0	3.5	4.2	----	23	18	9	3	12	5	10	1	28.1	----	24.5	----	27.9	----	23.6	----
20.	99.	ALL							809	381	286	23	63	121	139	9	58.7	38.9	35.6	26.6	50.4	36.3	30.5	27.1
22.	99.	98.	18.		11.7	10.5	11.7	----	154	187	105		11	40	3	2	47.8	35.6	31.0		42.0	33.4	29.2	----
20.	ALL	98.			10.8	10.5	9.2	----	77	50	33	2	1	14	10		----	38.0	33.9	----	----	36.9	33.6	
23.	94.	84.							30	16	8	3	1	3	2		----	----	----	----	----	----	----	
23.	98.	92.							46	75	73	3	8	24	23	1	42.4	34.4	30.3	----	41.2	34.6	27.0	----
22.	93.	74.	5.	64.	9.7	8.0	16.4	1.9	22	29	21	8	6	6	18	17	43.1	35.1	29.7	26.5	40.4	33.4	28.5	22.1
23.	92.	85.	63.	6.	6.0	5.6	4.9	6.8	50	39	29	11	3	8	20	21	----	30.6	25.8	22.7	----	29.5	26.3	21.1
18.									9	6	6	6	1	4	2	4	----	----	----	----	----	----	----	----
33.	91.	69.	22.	27.	5.3	6.5	6.9	8.4	27	28	31	33	8	23	18	8	30.6	27.6	24.1	23.6	29.1	26.5	22.4	22.7
33.	ALL	ALL	33.		5.1	11.1	6.7	8.3	12	11	10	7		2	5	5	----	----	----	----		----	----	----
0.	ALL	68.	7.						21	28	22	4	1	6	7	3	----	28.2	23.9	----	----	24.9	21.8	----
28.	97.	80.	7.		5.2	5.9	5.9	9.0	347	188	102	15	24	57	61	13	47.2	34.2	30.7	25.6	39.6	32.1	27.2	24.2
29.	98.	79.	17.		4.4	4.7	5.1	4.2	169	153	75	16	5	12	45	13	----	33.3	28.1	22.7	----	30.4	26.1	22.3
32.	ALL	65.	19.	2.	1.9	3.7	5.1	3.0	113	76	68	18	11	19	38	40	35.8	29.9	26.4	20.0	32.9	27.5	24.1	19.7
21.					11.3	13.9	9.2		9	5	11		3	2	12		----	----	25.2		----	----	22.2	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
VERMONT																				
Bennington College		IIB									22.3									27.6
Castleton State College		IIB	3	3	3	3	34.0	29.1	24.6	21.1	27.6	2	2	2	2	43.1	36.9	30.9	26.6	34.9
Champlain College		III	4	4	3	3	30.9	27.3	25.5	21.9	27.3	4	4	3	3	38.6	34.3	32.3	28.1	34.3
College of St. Joseph		IIB			5	3			20.6	20.0	20.3			5	3			24.8	23.7	24.3
Green Mountain College		IIB	5		4		27.3	----	22.4	----	23.5	5		4		32.9	----	27.4	----	28.9
Johnson State College		IIB	5	5	5		27.6	22.7	20.4		21.9	4	4	4		34.6	28.8	26.0		27.8
Lyndon State College		IIB	3	3	3		34.2	29.4	24.8	----	28.4	2	2	2		43.5	37.5	31.7	----	36.3
Middlebury College		IIB	1*	1	1*	1*	52.4	36.8	30.4	28.7	39.2	1*	1	1	1*	64.5	45.4	35.5	32.8	47.3
Norwich University	107	IIA	4	4	4	5	35.8	30.1	25.4	19.9	29.8	4	4	4	5	43.9	36.8	30.4	24.0	36.3
Saint Michael's College		IIB	2	2	3		39.0	31.9	24.0	----	30.2	1	1	3		51.1	41.1	29.1	----	38.3
Southern Vermont College		IIB									18.6									22.0
Trinity College		IIB		4	4		----	25.1	22.4		23.5		4	4		----	28.8	25.2		26.7
University of Vermont		I	3	4	4		49.2	36.3	30.6	----	37.6	3	3	3		61.6	46.7	39.2	----	47.9
Vermont Technical College		III	3	4	4		34.1	28.2	24.1	----	27.7	3	3	3		43.7	36.8	31.9	----	36.1
VIRGINIA																				
Averett College		IIB	5	4	4		27.7	25.2	22.9	----	24.7	5	4	4		32.6	29.3	26.3	----	28.6
Bridgewater College		IIB	3	3	3		32.4	27.1	23.5	----	27.7	3	4	3		38.9	31.7	28.3	----	32.9
College of William and Mary		I	3	1	2	2	51.7	42.0	33.9	26.1	44.4	3	1	2	2	63.1	51.8	42.1	32.9	54.6
Christopher Newport College		IIB	2	1	1*	1	38.8	33.7	30.6	25.1	33.7	2	1	1*	1*	48.3	42.2	38.4	31.9	42.3
CWM-Richard Bland College		III	2	3			38.1	30.3	----	----	31.6	2	3			47.6	37.8	----	----	39.5
Eastern Mennonite Coll.,Inc.		IIB	5	5	5	4	25.3	22.7	20.2	18.5	22.3	5	5	4	4	31.8	28.6	25.4	23.3	28.1
Emory and Henry College		IIB	3	3	3		33.0	27.9	24.4	----	28.8	3	3	3		39.2	33.2	29.4	----	34.5
Ferrum College		IIB	4	4	4	4	28.9	24.4	21.8	19.5	23.8	4	4	4	4	33.9	28.8	25.6	22.9	27.9
George Mason University		IIA	1*	1	1	1	57.2	39.5	33.3	28.4	41.9	1*	2	1	1	69.1	44.5	41.6	35.6	49.7
Hampden-Sydney College		IIB	1	2	2		40.4	32.5	26.1		33.2	2	2	3		47.8	38.6	30.0		39.0
Hollins College		IIB	1	1	2		42.1	34.2	25.5	----	34.7	1	1	3		50.2	42.6	30.4	----	42.0
James Madison University		IIA	3	2	2	2	42.5	36.4	31.1	23.5	35.6	2	2	2	2	52.8	45.4	38.9	29.9	44.5
Longwood College		IIB	1	1	2	1	40.5	34.3	26.5	24.1	33.0	1	1	1	1	50.9	43.3	33.8	30.9	41.7
Lynchburg College		IIA	4	4	5		36.2	29.9	24.5	----	30.1	4	4	5		44.9	36.7	29.3	----	36.8
Mary Baldwin College		IIB	3	4	3	1	33.6	26.4	23.7	24.8	26.0	3	4	3	1	41.0	31.9	28.9	28.9	31.6
Mary Washington College		IIA	3	3	3	2	39.8	34.5	27.9	25.0	33.2	3	2	3	2	49.8	43.3	35.3	31.8	41.7
Marymount University		IIB	2	2	2		38.4	31.8	25.6	----	32.1	2	2	3		44.6	36.8	29.4	----	37.1
New River Community College		III	2	2	2	3	38.7	33.7	27.9	21.8	29.1	2	2	2	3	48.8	42.8	35.8	29.5	37.2
Norfolk State University		IIA	2	2	2	2	42.9	37.6	31.0	24.3	35.0	3	2	3	3	49.7	43.7	35.0	27.4	40.2
Old Dominion University		IIA	1	1	1	2	51.1	37.9	32.5	24.7	38.5	1	2	1	2	62.1	46.8	40.3	30.9	47.3
Presb.Sch. of Christian Educ		IIB	3				33.4	----		----	30.3	2				44.2	----		----	40.1
Radford University		IIA	2	2	2	2	43.2	35.3	29.6	24.0	35.2	2	2	2	2	54.2	44.3	37.3	30.5	44.2
Randolph-Macon College		IIB	2	2	3		38.5	31.4	24.4	----	30.5	2	2	3		47.4	39.0	30.1	----	37.7
Randolph-Macon Woman's Coll.		IIB	2	3	3		39.3	29.3	24.2	----	30.5	2	3	3		48.8	36.2	29.6	----	37.7
Roanoke College		IIB	2	2	2		38.5	30.7	25.7	----	31.3	2	2	2		47.2	37.4	30.6	----	38.1
Saint Paul's College		IIB	4	4		3	28.7	26.3	----	20.3	24.7	5	4		4	32.9	30.0	----	23.2	28.2
Shenandoah Coll&Conservatory		IIB	5	5	5		28.1	23.8	20.6	----	23.1	4	5	5		33.5	27.8	24.6	----	27.4
Strayer College	140	IIB				1*				29.8	29.8				1				29.8	29.8
Sweet Briar College		IIB	1	2	2		40.4	32.2	26.8	----	33.7	1	2	2		49.8	39.3	32.1	----	41.2
Thomas Nelson Comm. College		III	2	3	2	2	37.3	31.9	28.7	23.9	31.2	3	2	2	2	46.5	39.8	36.1	30.4	39.1
University of Richmond		IIA	1	2	2		48.1	37.5	29.4		39.2	1	2	3		59.4	46.7	35.6		48.3
University of Virginia		I	1	1	2	3	62.6	42.1	33.7	24.5	47.9	1	1	1	2	76.1	52.7	42.7	31.6	59.2
U. Va.,Clinch Valley Coll.of		IIB	2	2	2		37.3	30.1	26.2		30.9	2	2	2		46.3	37.6	32.9		38.5
Virginia Commonwealth Univ.		I	3	2	1	2	49.0	40.5	34.2	26.0	39.2	3	2	2	2	60.3	49.8	42.1	32.0	48.2
Virginia Intermont College		IIB									19.5									24.3
Virginia Military Institute		IIB	1	1*	1*		44.2	40.2	30.7	----	39.6	1	1*	1*		56.7	50.8	39.2	----	50.6
Virginia Poly.Inst.&St.Univ.		I	2	2	1	3	56.9	40.4	34.9	24.0	44.0	2	2	1	3	69.3	49.9	43.5	30.2	54.1
Virginia State University		IIA	4	2	2	1	39.0	35.2	30.7	25.9	33.2	3	2	2	1	48.5	43.9	38.4	32.6	41.5
Virginia Union University		IIB	3	4	5	3	32.3	24.3	20.0	20.0	22.8	3	4	4	3	39.2	29.9	25.0	25.0	28.2
Virginia Wesleyan College		IIB	2	2	1	1	37.0	31.1	27.5	24.2	31.1	2	2	1	1	44.3	37.1	33.3	28.9	37.3
Washington & Lee University	108	IIB	1	1	1	1	47.5	35.4	28.7	23.5	40.0	1	1	1	2	57.1	41.8	33.9	26.5	47.7
WASHINGTON																				
Central Washington Univ.	6	IIA	4	4	4		37.5	31.6	26.1	----	33.7	4	4	4		45.9	38.7	31.6	----	41.2
Eastern Washington Univ.		IIA	5	5	5	5	34.3	29.6	23.3	18.0	30.5	5	4	5	5	42.2	36.7	29.5	23.2	37.8
Evergreen State College		IIB									35.2									42.9
Gonzaga University		IIA	3	4	5	5	41.0	31.3	24.6	18.3	30.1	3	4	4	3	49.7	38.5	30.6	28.8	37.4
Pacific Lutheran University	1	IIA	4	4	4		37.6	30.5	25.4	----	30.8	4	4	4		47.0	37.7	30.9	----	38.1
St. Martin's College		IIB		5	4		----	23.5	21.9	----	22.7		5	5		----	27.0	24.7	----	25.7
Seattle Pacific University		IIB	3	3	3	3	33.8	28.2	24.2	20.6	29.0	3	3	3	2	41.5	34.9	30.3	26.1	35.9
Seattle University		IIA	4	4	3	3	37.9	31.3	28.1	23.2	31.5	4	4	3	3	45.7	38.5	34.3	28.6	38.4
University of Puget Sound	110	IIA	3	3	4	3	41.6	33.3	26.7	22.7	33.2	2	3	3	2	53.2	42.4	33.7	29.7	42.4
University of Washington		I	3	4	2	3	50.8	35.7	32.8	24.7	42.0	3	4	2	3	60.7	43.7	40.3	30.8	50.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.																								
26.	95.	85.	21.		6.3	5.6	4.9	6.5	17	14	20	7	3	6	9	4	----	29.2	24.4	----	----	28.9	24.9	----
26.									12	5	9	4	6	4	4	4	29.9	----	----	----	33.0	----	----	----
20.											3	3			4	4			----	----			----	----
23.					----	----	5.6	----	6	3	5	2		2	5	3	----	----	----	----		----	----	----
27.	ALL	63.	18.						5	14	25		1	2	8		----	----	20.4		----	----	20.4	
28.	ALL	94.	17.		6.6	5.9	3.0	----	12	14	13	1	1	3	10		----	----	24.5	----	----	----	25.1	
20.	95.	95.			5.9	7.1	8.3	9.0	58	16	38	8	5	4	27	8	----	----	30.5	29.0	----	----	30.4	28.5
22.	95.	81.	6.						34	63	26	5	3	25	10	4	----	31.1	26.0	----	----	27.7	24.1	----
27.	ALL	ALL	7.		7.9	8.1	7.9		21	31	29	1	2	8	13		----	32.0	24.1	----	----	31.5	23.6	
18.																								
13.									2	7	14		1	4	14		----	----	23.0		----	----	21.8	
27.	ALL	98.	16.		7.2	7.3	7.3	----	157	126	64	1	6	50	41	2	49.4	37.3	31.8	----	46.3	34.0	28.8	----
31.	ALL	93.	26.						14	13	21			1	2	2	----	----	----			----	----	----
16.	ALL	65.	83.		6.8	6.8	8.3	----	8	11	9		2	9	3	4	----	25.5	----		----	24.9	----	----
19.	94.	57.	67.		9.4	9.5	7.6		16	17	10	1		4	2		----	----	----	----		----	----	
23.	97.	88.	4.		9.7	9.3	9.5	8.0	167	98	44	7	12	23	26	7	51.9	41.9	35.5	25.9	48.9	42.2	31.1	26.3
25.	ALL	86.	33.		10.8	8.7	8.9	----	29	22	25	4	6	7	14	2	38.4	33.6	31.1	----	40.4	34.0	29.6	----
25.	ALL	89.			----	7.4	----	----	4	10	2		2	8		1	----	30.1	----		----	30.6		----
26.	26.	25.							18	11	7	3	1	1	11	3	----	----	20.5	----	----	----	19.9	----
19.	ALL	91.	24.		6.9	7.5	7.9	----	20	9	13		2	2	4	1	----	----	----		----	----	----	----
17.	94.	95.	29.		6.8	8.3	6.6	----	14	11	23	5	4	8	11	4	----	24.8	22.5	----	----	23.9	20.5	----
19.	87.	84.	4.		7.7	5.5	7.6	0.0	122	164	94	10	21	66	74	4	58.4	39.6	34.0	----	50.0	39.0	32.4	----
18.	ALL	82.			10.6	11.3	9.6		23	20	13			2	4		----	----	----			----	----	
21.	ALL	92.	6.		5.1	5.3	8.5	----	19	19	8	2	7	6	8	1	42.0	34.3	25.6	----	42.6	33.8	25.4	----
25.	97.	89.	25.		7.1	8.6	9.4	9.6	115	122	80	19	26	30	40	25	43.0	36.9	31.2	23.7	40.2	34.5	30.8	23.5
27.	97.	88.	39.		5.1	5.2	4.8	6.6	22	35	22		13	13	16	9	40.4	34.0	26.8		40.5	35.1	26.1	----
22.	95.	83.	21.		7.3	8.0	7.7	----	36	29	20	1	4	17	14	3	----	30.4	24.9	----	----	29.1	24.1	----
21.	ALL	46.	11.		7.5	7.7	7.2	8.0	6	9	15		6	4	22	7	34.2	----	23.8		33.0	----	23.7	----
26.	96.	76.	17.						43	29	28	7	9	17	14	1	40.4	35.1	28.5	----	37.4	33.5	26.9	----
16.	54.	19.	29.						16	7	4		12	9	17	3	38.0	33.1	----		38.9	30.7	----	----
28.	80.	36.	13.		7.8	7.8	8.3	8.3	8	6	7	10	2	5	9	10	----	----	28.8	22.8	----	----	27.3	22.8
15.	83.	64.	35.						68	53	46	21	32	22	52	32	43.2	39.5	32.4	24.6	42.3	32.9	29.8	24.1
23.	99.	90.	7.	16.	9.4	7.7	7.7	6.8	152	160	91	24	9	49	44	32	51.0	38.6	34.6	27.6	53.3	35.7	28.2	22.4
32.	71.								5	2			2	2		1	----	----			----	----		----
26.	84.	51.	26.		8.3	9.7	10.7	7.1	89	71	64	8	23	31	41	20	43.8	35.6	30.1	25.1	40.7	34.6	28.9	23.6
24.	96.	84.	3.		7.4	7.1	8.4	----	24	18	21	2	1	7	8	2	----	32.4	24.5	----	----	28.8	24.0	----
23.	ALL	79.			7.0	6.0	6.1		16	15	10		5	13	12	1	----	29.8	24.7		----	28.8	23.7	----
22.	96.	91.	14.		5.3	6.5	5.8		17	21	13		6	12	8	1	39.0	31.4	26.4		36.9	29.5	24.5	----
14.	92.	60.							8	6	2	8	4	4	3	5	----	----	----	----	----	----	----	----
19.	75.	19.							14	10	14	2	2	6	17	1	----	24.6	20.6	----	----	22.3	20.6	----
0.								14.5				10				10				32.2				27.3
22.	ALL	88.	17.						19	8	8	2	10	8	10	2	41.4	32.7	26.4	----	38.4	31.7	27.0	----
25.	43.	12.	8.		7.7	8.0	7.5	7.2	14	24	21	1	7	10	19	6	37.3	32.2	29.2	----	37.2	31.1	28.2	----
23.	ALL	90.	19.		7.0	7.7	10.4		70	49	40		6	12	19		48.3	37.8	29.3		46.4	36.3	29.5	
23.	96.	90.	2.						388	225	160	4	18	34	80	17	62.8	42.2	34.9	----	60.2	41.1	31.3	----
25.	ALL	91.	12.						14	7	13		1	4	4		----	----	----		----	----	----	
23.	96.	92.	15.	1.	8.8	9.0	9.6	9.5	154	243	140	23	29	83	101	46	49.8	41.4	35.3	28.4	44.6	37.7	32.8	24.8
25.																								
28.	ALL	41.	17.		6.4	8.1	5.9	----	48	17	23	1	1		1		----	----	----	----	----		----	
23.	97.	93.	8.	7.	6.5	5.8	6.6	5.0	517	462	268	44	18	62	97	39	57.1	40.8	35.4	25.9	50.9	37.5	33.6	21.8
25.	94.	48.	27.						38	33	50	12	13	9	34	11	39.2	35.5	31.6	26.1	38.3	33.8	29.3	25.6
24.	73.	50.	11.						8	10	15	7	3	8	12	5	----	24.3	20.3	----	----	24.3	19.5	----
20.	95.	42.			8.2	8.5	9.2	8.8	18	11	7	3	3	1	4	9	----	----	----	----	----	----	----	----
19.	99.	97.	5.		9.6	8.4	8.6	8.5	76	29	16	7	1	1	5	5	----	----	----	----	----	----	----	----
22.	99.	76.	8.		4.3	4.8	6.5	----	137	61	33	2	13	13	20	1	37.7	32.0	26.5	----	35.6	29.6	25.5	----
24.	98.	61.	11.						155	59	40	7	17	12	26	1	34.5	29.9	24.0	----	32.3	28.0	22.4	----
22.																								
24.	85.	73.	14.						39	46	43	6	1	10	26	5	----	30.9	25.4	----	----	32.9	23.4	----
24.	97.	83.	24.		4.7	4.9	5.1	----	60	56	36	1	5	24	38		----	31.1	25.8	----	----	29.0	25.0	
13.	ALL				----	6.5	3.4		3	7	16	1		2	5		----	----	----	----		----	----	
24.	92.	57.	21.						47	38	14	3	4	13	14	5	----	28.2	24.5	----	----	28.1	23.9	----
22.	92.	84.	12.						34	44	28	6	15	18	29	6	38.2	31.5	27.6	23.7	37.3	30.6	28.6	22.8
28.	96.	83.			7.8	8.2	8.1	5.4	60	35	30	11	9	11	15	17	42.0	33.3	26.8	22.5	38.7	33.5	26.4	22.8
21.	98.	92.	4.		6.3	6.2	7.3	----	763	366	228	4	82	93	105	5	51.3	36.1	33.6	----	45.8	34.1	31.1	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
WASHINGTON (CONTD)																				
Washington State University		I	5	5	4	3	44.3	33.5	30.2	23.6	36.2	4	5	4	3	53.8	40.8	35.6	29.4	43.8
Western Washington Univ.	1	IIA	3	3	3		39.9	32.9	28.9	----	34.7	3	3	3		49.0	40.6	35.3	----	42.7
Whitman College		IIB	2	2	2	1	39.6	32.4	26.1	23.8	32.8	2	2	2	2	47.0	38.7	30.5	27.0	38.8
Whitworth College		IIB	3	3	3		34.9	28.4	23.8	----	28.4	3	3	3		42.6	34.4	29.1	----	34.6
WEST VIRGINIA																				
Alderson Broaddus College		IIB	5	5	5	5	27.6	23.1	19.4	17.3	21.0	4	4	5	5	34.5	29.2	23.8	21.2	26.1
Bethany College		IIB	4	5	3		29.7	23.9	24.1	----	26.3	4	4	3		37.9	29.2	29.4	----	32.8
Bluefield State College		IIB	4	4	4	4	31.5	25.6	21.8	19.2	24.1	4	4	5	4	35.9	29.3	24.8	22.0	27.5
Concord College		IIB	3	3	4	3	32.3	27.3	22.6	20.1	26.7	3	3	4	3	38.8	32.6	27.0	24.0	32.0
Davis and Elkins College		IIB	5	5	5	5	25.9	22.9	19.5	18.1	21.5	5	5	5	4	31.2	27.7	23.7	21.9	26.0
Fairmont State College		IIB	3	3	3	2	34.0	28.3	24.3	21.4	28.4	3	3	3	2	40.6	33.8	29.0	25.7	33.9
Glenville State College		IIB	4	4	4	3	31.3	26.1	22.4	20.6	25.0	4	4	4	3	37.8	31.5	27.3	25.1	30.3
Marshall University		IIA	5	4	5	5	35.2	30.0	24.1	18.3	28.9	5	5	5	5	39.8	34.0	27.3	20.7	32.8
Parkersburg Community Coll.		III	5	5	5	5	29.6	25.7	21.2	17.4	24.4	5	5	5	5	35.7	31.3	26.2	21.9	29.8
Shepherd College		IIB	3	3	2	2	34.2	29.1	25.7	22.4	27.9	3	3	2	2	40.8	34.6	30.9	27.7	33.4
Southern W.Va. Comm. College		III		4	5	5	----	29.0	22.7	17.4	22.6		4	5	5	----	35.0	27.9	21.9	27.8
University of Charleston		IIB	4	4	2	2	29.8	25.0	26.0	21.5	25.9	4	4	2	2	35.2	29.8	30.9	25.8	30.9
West Liberty State College		IIB	3	4	4	4	32.4	26.9	22.4	19.4	27.6	3	4	4	4	38.9	32.4	27.1	23.4	33.1
W. Va. College of Grad.Stud.		IIA	4	3	4		38.4	34.2	26.7	----	34.9	4	3	4		45.5	40.4	31.8	----	41.4
West Virginia Inst. of Tech.	143	IIB	3	3	3	3	32.7	28.2	25.0	20.7	28.0	3	3	3	3	38.6	33.1	29.2	24.7	32.9
W.Va.Northern Comm. College	64	III	5	5	5	5	29.1	25.1	20.1	16.9	23.6	5	5	5	5	36.0	30.7	24.5	20.3	28.7
West Virginia State College		IIB	4	3	3	4	31.7	27.6	23.4	19.1	25.1	4	3	3	4	37.9	34.2	28.0	23.1	30.3
West Virginia University		I	5	5	5	5	41.2	33.2	27.5	20.9	34.3	5	5	5	5	48.2	39.0	32.4	24.0	40.3
West Virginia Wesleyan Coll.		IIB	4	4	4		29.2	25.3	23.2	----	26.8	4	3	3		37.2	32.8	29.6	----	34.3
Wheeling College		IIB	5	5	5	4	27.9	24.1	18.7	19.5	22.0	4	5	5	4	33.4	28.6	21.9	23.4	26.0
WISCONSIN																				
Alverno College	78	IIB		3	4	4	----	27.8	22.8	18.9	23.8		4	4	5	----	31.6	25.8	21.1	26.9
Beloit College		IIB	2	2	3		37.5	31.6	23.4	----	32.5	2	1	4		48.9	40.7	27.6	----	41.6
Carroll College		IIB	2	2	1		37.0	31.7	28.5		32.9	2	1	1		43.8	40.7	35.9		40.7
Carthage College		IIB	4	4	3	4	31.3	24.8	24.1	18.3	27.3	3	4	3	5	39.6	31.4	27.9	21.0	34.1
Institute of Paper Chemistry		IIA	1*	1*	1*		57.7	41.8	34.0	----	42.8	1*	1*	1		73.9	54.4	41.3	----	54.4
Lakeland College		IIB	5	5	4		27.5	22.5	21.7	----	23.0	5	5	4		32.2	26.6	25.4	----	26.9
Lawrence University		IIB	1	1	2		43.6	34.0	27.1	----	35.4	1	1	2		53.0	41.8	32.3	----	43.0
Marian Coll.of Fond du Lac		IIB		5	5		----	20.3	17.0		19.0		5	5		----	25.7	21.4		23.7
Marquette University	4	I	3	3	2		52.2	38.7	32.7		39.0	2	2	2		65.2	48.8	39.6		48.5
Milwaukee Inst.of Art&Design		IIB									22.9									27.1
Milwaukee School of Engrg.		IIB	2	3	1	2	36.0	27.8	27.6	23.1	31.2	2	3	2	2	43.2	34.1	32.9	27.6	37.6
Mount Mary College		IIB		4	5		----	25.6	20.4	----	23.7		4	5		----	30.7	22.6	----	27.7
Mount Senario College	129	IIB	5		5		23.7	----	16.7	----	18.3	5		5		28.2	----	19.1	----	21.5
Ripon College		IIB	1	2	3		40.0	31.3	24.8	----	31.7	2	2	3		48.1	38.3	29.6	----	38.2
St. Norbert College		IIB	1	2	2		40.7	32.7	25.6	----	31.3	1	1	2		53.2	43.7	32.9	----	41.2
Univ. Wisconsin-Madison		I	3	3	2		52.1	38.2	33.7	----	45.6	3	2	1		64.7	48.5	43.0	----	57.1
Univ. Wisconsin-Milwaukee		I	4	4	3		48.9	36.3	31.6	----	39.3	3	3	2		60.9	46.1	40.4	----	49.6
Univ. Wisconsin-Eau Claire		IIA	3	3	3	2	40.3	32.4	27.6	24.3	33.4	3	3	3	2	51.0	41.4	35.6	31.6	42.6
Univ. Wisconsin-Green Bay		IIA	3	3	3		41.8	33.3	28.8	----	34.1	2	3	2		52.7	42.4	37.1	----	43.4
Univ. Wisconsin-La Crosse		IIA	3	2	2	1	40.7	35.8	29.9	28.1	34.6	3	2	2	1	51.5	45.4	38.4	36.2	44.0
Univ. Wisconsin-Oshkosh		IIA	3	2	2	2	42.5	35.8	30.6	25.0	35.4	2	2	1	1	53.5	45.5	39.1	32.3	45.0
Univ. Wisconsin-Parkside		IIA	2	3	2		43.7	33.2	29.7		34.1	2	3	2		55.1	42.3	38.1		43.4
Univ. Wisconsin-Platteville		IIA	3	3	2		40.1	33.7	29.2	----	34.7	3	3	2		50.8	43.0	37.6	----	44.2
Univ. Wisconsin-River Falls		IIA	4	4	3	2	39.0	30.8	27.8	24.7	33.3	3	3	3	1	49.4	39.4	35.8	32.1	42.5
Univ. Wisconsin-Stevens Pnt.		IIA	3	3	3	2	40.5	32.9	27.8	24.5	34.5	3	3	3	2	51.2	42.0	35.9	31.8	44.0
Univ. Wisconsin-Stout		IIA	3	3	3	2	39.4	33.3	27.4	25.5	32.3	3	3	3	1	49.8	42.4	35.4	33.0	41.2
Univ. Wisconsin-Superior		IIA	3	3	3		41.8	32.5	28.0	----	35.3	2	3	2		52.7	41.5	36.1	----	44.9
Univ. Wisconsin-Whitewater		IIA	3	3	2	1	41.2	33.9	30.0	25.7	34.8	3	2	2	1	52.1	43.2	38.6	33.3	44.3
Univ. Wisconsin-Centers		III	2	3	3	3	37.7	31.5	25.7	22.4	30.2	2	2	3	3	47.7	40.3	33.3	29.2	38.8
Viterbo College		IIB	4	4	4	3	31.6	26.8	22.5	20.6	24.3	3	4	4	3	38.6	32.0	26.1	24.6	28.8
WYOMING																				
Central Wyoming College		III	4	4	3	3	30.3	27.2	25.8	22.7	26.5	4	4	3	3	37.8	33.9	32.4	28.6	33.1
Northwest Community College		III		2	3	4	----	32.1	25.3	21.5	26.4		3	3	4	----	38.4	31.6	26.8	32.6
University of Wyoming		I	4	5	4		45.2	33.9	29.9	----	36.9	5	5	4		53.1	40.2	35.7	----	43.6
PUERTO RICO																				
Arecibo Tech. Univ. College		III	5	5	5	5	22.6	18.7	15.7	13.9	17.1	5	5	5	5	26.8	22.3	18.8	16.8	20.5
Caribbean University College		IIB				5			----	9.9	10.0				5			----	11.1	11.2
Univ. of P.R.-Rio Piedras	117	IIA	5	5	5	5	25.0	18.7	14.4	13.8	17.7	5	5	5	5	30.3	23.1	18.2	17.5	21.9
Univ. of P.R.-Mayaguez		IIA	5	5	5	5	25.4	20.0	17.5	14.1	20.3	5	5	5	5	29.9	23.3	20.4	16.4	23.8
Univ. of PR-Cayey Univ.Coll.		IIB	4	5	5	5	30.3	23.3	19.0	16.5	20.4	3	5	5	5	38.6	28.5	23.5	20.6	25.0
Univ. of P.R.Humacao U.Coll.		IIB	5	5	5	5	27.7	23.0	19.2	16.2	19.8	4	4	5	5	34.6	29.0	24.7	21.1	25.3
GUAM																				
University of Guam		IIB	1	1	1	2	43.0	35.9	27.6	22.4	31.0	2	1	2	2	48.8	40.7	30.9	25.5	35.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	ALL	91.	7.		5.0	5.7	6.4	8.9	258	198	121	6	15	49	62	28	44.5	33.5	31.6	24.8	40.7	33.7	27.6	23.4
23.	99.	93.	5.		4.5	5.2	6.1	----	145	127	35	1	16	23	21		40.0	33.2	30.7	----	38.7	31.1	25.9	
18.	97.	88.	22.		4.7	6.0	7.0	----	31	26	17	3	3	6	6	4	----	32.9	26.1	----	----	30.4	25.9	----
22.	96.	74.			2.6	3.9	5.7	----	18	24	10	2	5	7	8	3	----	28.4	24.4	----	----	28.4	23.0	----
24.	ALL	88.	36.						6	10	10	7	1	6	15	3	----	22.9	20.2	----	----	23.4	18.8	----
25.	90.	67.	38.						18	11	8	2	3	1	5	1	----	----	----	----	----	----	----	----
14.	ALL	89.	33.		5.0	5.0	5.0	5.0	13	13	19	4	3	6	14	10	----	25.8	22.5	----	----	25.0	20.8	----
20.	ALL	84.	4.		6.2	5.5	5.0	----	26	12	20	5	2	7	8	3	----	26.8	22.6	----	----	28.1	22.4	----
21.	ALL	57.							8	12	5	5	3	2	10	6	----	----	----	----	----	----	----	----
20.	ALL	95.	67.		5.0	5.2	5.3	5.3	48	27	18	14	7	15	21	7	33.9	28.7	24.9	22.0	34.7	27.5	23.8	20.2
21.	ALL	68.	40.		5.2	5.0	6.1	6.7	9	21	14	6	3	4	11	3	----	----	22.9	----	----	----	21.8	----
13.	95.	81.	22.	5.	5.3	5.4	5.6	5.0	87	78	55	6	13	28	48	15	35.3	30.5	24.9	18.0	34.3	28.6	23.2	18.4
22.	95.	ALL	69.						13	17	7	6	6	10	6	7	30.1	26.2	22.1	18.3	28.5	24.9	20.1	16.7
20.	ALL	88.	63.		5.0	5.0	5.3	----	26	19	23	1	2	6	12	5	----	28.9	26.3	----	----	29.9	24.5	----
23.		ALL	67.						1	7	10	12	1	7	8	10	----	31.4	24.3	17.3	----	26.6	20.7	17.6
19.	89.	22.							6	2	8	3	3	7	10	3	----	----	27.0	----	----	----	25.2	----
20.	98.	90.	46.		5.2	5.2	5.5	5.7	36	40	4	7	5	18	9	5	----	27.4	----	----	----	25.9	----	----
19.	96.	59.	17.		5.0	5.0	----		20	18	3		3	4	3	1	----	----	----		----	----	----	----
18.	97.	81.	22.		5.2	5.5	6.0	5.1	50	20	29	15	8	6	12	7	33.2	28.7	26.4	20.6	29.9	26.7	21.6	21.1
22.	ALL	88.	25.		3.5	6.4	7.8	5.9	8	9	3	3	7	7	5	3	30.3	26.1	----	----	27.7	23.8	----	----
21.	96.	84.	48.	11.	5.0	5.0	5.0	5.0	15	21	27	5	11	11	17	13	31.6	28.2	23.5	----	31.7	26.5	23.3	----
17.	94.	86.	21.						319	175	126	6	28	55	87	22	41.6	34.0	28.8	19.6	36.8	30.4	25.6	21.2
28.	ALL	73.	31.		3.3	4.0	5.2	----	30	15	6	1	8	11	7		29.3	26.0	25.0	----	28.9	24.5	21.7	
19.	ALL	95.	25.						8	18	9	2	1	2	15	5	----	----	18.7	----	----	----	18.6	----
13.		ALL	86.		----	7.1	7.6	7.5		7	8	5	5	16	20	16		26.6	23.7	----	----	28.3	22.5	----
28.	97.	88.			5.6	5.9	6.3	----	38	15	8	2		1	6	2	----	----	23.7	----		----	23.1	----
24.	ALL	ALL	53.		4.7	5.5	5.3		23	23	12		3	6	5		----	32.4	----		----	29.1	----	
25.	ALL	88.	50.		4.3	5.0	6.4	10.9	31	14	5	2	4	3	1	4	----	----	----	----	----	----	----	----
27.									8	10	9	1			1		----	----	----	----			----	
17.	ALL	86.	7.		2.9	2.6	3.4		6	5	10			2	4	1	----	----	----			----	----	----
21.	97.	95.			5.0	5.5	9.3	----	31	38	18		6	3	5	5	44.0	----	----		41.4	----	----	----
25.		83.	32.						4	2	7			4	12		----	----	17.1			----	16.9	
24.	ALL	99.	6.		6.3	6.6	7.2		100	136	139		2	42	61		----	39.6	33.7		----	35.6	30.4	
19.																								
21.					4.0	4.1	4.2	3.9	40	24	15	5	4	6	2	1	----	29.4	----	----	----	21.6	----	----
17.		87.	27.		----	4.8	5.3	----	3	2	1		2	13	10	3	----	----	----		----	----	----	----
17.					----	8.4	7.6	----	5	4	10	2	1	1	4	3	----	----	----	----	----	----	----	----
21.									23	15	11	2		2	8	3	----	----	24.9	----		----	24.7	----
32.	94.	95.	33.		4.8	4.3	5.6	----	16	37	22	1		6	11	1	----	32.6	26.2	----		33.1	24.3	----
25.	ALL	ALL	2.						816	148	203		84	58	90	1	52.8	39.4	34.8		45.7	35.3	31.1	----
26.	ALL	ALL	5.						233	224	98	3	21	76	67	2	49.1	36.6	33.1	----	45.9	35.2	29.5	----
27.	99.	90.	33.	7.					143	90	72	13	10	25	48	15	40.5	32.4	27.6	26.5	38.4	32.6	27.7	22.5
27.	ALL	ALL							39	62	11	3	5	13	8	2	----	33.5	30.2	----	----	32.2	26.9	----
27.	98.	83.	35.	65.					110	79	72	10	19	8	20	13	41.1	35.8	30.3	28.0	38.4	35.4	28.7	28.3
27.	ALL	89.	39.	46.					118	81	91	4	14	24	44	9	42.4	36.2	30.7	----	42.7	34.7	30.2	----
27.	ALL	95.							43	60	18		2	14	11		----	33.4	31.6		----	32.5	26.6	
27.	95.	77.	41.						90	60	44	2	5	6	19	2	----	34.0	29.6	----	----	30.7	28.4	----
28.	99.	81.	30.						93	47	48	2	11	12	21	4	39.3	30.8	28.3	----	36.8	30.6	26.7	----
27.	99.	90.	34.	29.					125	105	44	11	14	21	15	6	40.4	33.1	28.6	24.1	41.2	31.7	25.6	25.1
28.	ALL	78.	60.	75.					89	61	41	11	25	12	19	9	40.0	33.5	27.0	25.9	37.2	32.0	28.3	24.9
27.	98.	84.	13.						36	20	9	3	7	5	6	2	41.8	----	29.5	----	41.6	----	25.9	----
27.	99.	90.	46.	25.					141	51	77	8	24	19	35	4	41.3	34.2	30.7	----	40.6	33.1	28.6	----
28.	ALL	99.	52.	18.					48	139	85	3	6	22	28	8	37.9	31.6	26.3	----	35.9	31.1	24.1	----
18.	86.	79.	52.	10.	----	7.3	6.7	6.7	6	8	8	3	1	6	19	7	----	26.9	23.2	----	----	26.7	22.2	----
25.	88.	86.	86.		3.1	3.0	3.2	3.0	12	5	4	7	4	2	3	7	----	----	----	23.7	----	----	----	21.7
23.		94.	51.		----	3.0	3.2	3.4	2	15	35	8		3	10	6	----	----	25.4	21.4		----	25.0	21.5
18.	98.	88.	7.		3.9	5.9	6.9	----	248	120	116	2	17	25	49	3	45.3	34.1	31.3	----	43.3	33.0	26.7	----
20.	ALL	ALL	78.	25.					13	24	20	20	11	22	21	24	22.6	18.8	15.9	13.7	22.7	18.6	15.4	14.0
13.			ALL								2	24			3	20			----	9.7			----	10.1
24.									407	456	426	254	191	338	459	355	24.3	18.1	15.1	13.3	26.6	19.6	13.7	14.2
17.	97.	45.	66.	26.					140	87	69	42	41	35	62	39	26.1	20.6	17.1	14.8	22.8	18.5	17.9	13.4
22.	ALL	77.	55.	12.	0.0	1.3	4.2	3.7	8	25	25	15	2	18	28	11	----	23.3	19.0	16.7	----	23.3	19.1	16.3
28.	ALL	92.	85.	10.					4	36	24	21	3	24	41	39	----	23.2	19.2	16.3	----	22.6	19.3	16.1
13.	81.	57.	20.	13.					20	36	29	18	6	15	25	20	43.1	36.0	27.7	22.8	43.0	35.7	27.6	22.1

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
ALABAMA													
Alabama Aviation & Tech.Coll		IV	1	34.1	1	40.0	17.	70.		22	1	---	---
Alexander City St. Jr. Coll.		IV	2	28.1	3	33.7	20.	94.		20	13	27.7	28.8
Atmore State Tech. Institute		IV	3	25.5	3	30.5	20.	75.		18	2	---	---
Gadsen State Community Coll.	93	IV	2	28.0	2	34.3	23.	94.		79	62	28.5	27.3
Geo.C.Wallace St.CC-Selma	137	IV	3	27.7	3	32.8	18.	84.	2.8	30	21	29.1	25.7
Jefferson Davis St.Jr.Coll.		IV	3	27.2	3	32.2	18.	88.		12	13	29.4	25.2
Jefferson State Junior Coll.	19	IV	2	29.7	2	35.4	19.	99.		66	73	30.8	28.8
John C.Calhoun St.Comm.Coll.		IV	2	28.2	3	33.4	18.	88.		69	66	28.8	27.6
J.F. Drake St. Tech. College		IV	1	31.9	2	36.7	15.		0.9	13	14	30.9	32.8
Lurleen B.Wallace St.Jr.Coll		IV	3	26.4	3	31.6	20.	88.		17	7	26.1	27.2
Muscle Shoals St.Tech.Coll.		IV	2	29.2	2	34.9	20.	92.		30	8	28.3	32.5
Patrick Henry State Jr.Coll.		IV	3	27.7	3	33.1	19.	74.		11	8	27.4	28.0
Southern Union St. Jr. Coll.		IV	3	26.9	3	32.4	20.	83.		14	22	28.4	25.9
ALASKA													
Univ.Alaska Chukchi Coll.		IV		....		....	...			2	1	---	---
Univ.Alaska Prince Wm.Sound		IV	1	35.9	1*	54.3	51.			2	4	---	---
ARIZONA													
Arizona Western College		IV	2	30.6	2	35.3	15.			45	28	31.8	28.8
Central Arizona College		IV	2	30.8	2	36.4	18.			70	25	31.3	29.2
Cochise College	68	IV	2	29.8	2	35.1	18.		11.1	74	26	30.3	28.5
Eastern Arizona College		IV	1	31.9	2	38.0	19.	73.		51	13	32.6	29.0
Mohave Community College		IV	3	27.7	3	32.3	16.			29	13	28.2	26.7
Northland Pioneer College		IV	2	28.4	2	34.1	20.		7.5	36	14	28.9	27.2
Pima Community College	97	IV	1	32.5	2	38.1	17.			127	84	33.2	31.5
Yavapai College	35	IV	2	31.3	2	37.1	18.			54	26	31.9	30.1
ARKANSAS													
East Arkansas Comm. College		IV	4	23.7	4	30.0	27.			12	14	25.5	22.1
Garland County Comm. College		IV	4	23.9	4	29.2	22.			16	19	25.3	22.7
Miss. County Comm. College		IV	5	21.2	5	27.1	27.			12	23	23.0	20.4
North Arkansas Comm. College		IV	4	23.3	4	27.7	19.			16	9	24.3	21.4
Southern Ark.Univ.-El Dorado		IV	4	22.7	5	27.0	19.	35.		10	7	22.8	22.5
Southern Ark. Univ. Techn.		IV	4	22.7	4	28.2	24.			22	7	22.8	22.4
Westark Community College	1	IV	3	25.6	3	31.5	23.	88.		57	39	25.9	25.2
CALIFORNIA													
Antelope Valley Comm.College		IV	1*	36.9	1	44.1	19.	85.	0.7	62	46	38.8	34.4
Cabrillo College		IV	1	32.8	1	39.3	20.	84.		110	83	36.5	27.9
Chabot College		IV	1*	42.1	1*	49.2	17.	91.	0.7	139	59	42.7	40.5
College of the Siskiyous	109	IV	1	34.4	1	41.1	19.	92.		39	11	35.3	31.2
San Joaquin Delta College		IV	1*	46.0	1*	54.4	18.	93.		132	65	46.8	44.2
Santa Barbara City College		IV	1*	37.1	1	43.5	17.	82.	6.5	100	64	38.6	34.7
Taft College	4	IV	1*	41.5	1*	48.9	18.	ALL	3.3	16	2	---	---
West Hills Comm. Coll. Dist.		IV	1	36.1	1	43.1	19.	83.	0.8	30	10	36.9	33.6
COLORADO													
Aims Community College		IV	3	27.4	3	33.6	23.			63	44	28.3	26.0
Arapahoe Community College		IV	3	26.7	3	31.1	16.		8.3	46	34	27.9	25.1
Colo. Northwestern Comm.Coll	3	IV	2	28.8	3	33.3	16.			22	8	28.5	29.6
Community College of Aurora		IV	1	35.2	2	39.0	11.			7	1	---	---
Community College of Denver		IV	3	26.3	3	30.6	16.		7.9	34	37	26.9	25.8
Northeastern Junior College		IV	4	24.6	4	29.3	19.	49.	2.5	44	15	25.4	22.3
Otero Junior College		IV	3	26.8	3	31.4	17.		5.8	21	8	27.0	26.3
Pikes Peak Community College		IV	3	27.0	3	31.8	18.	93.		87	42	27.5	26.0
Pueblo Community College		IV	5	19.8	5	23.5	19.			29	37	19.4	20.1
Red Rocks Community College		IV	2	28.3	3	33.0	16.		5.8	51	17	28.7	27.2
Trinidad State Junior Coll.	1	IV	5	21.2	5	25.3	19.	ALL		28	17	24.2	16.4
DELAWARE													
Del.Tech&Comm.Coll.-Sthrn	4	IV	2	30.7	2	38.6	26.			40	30	31.1	30.2
Del.Tech.&Comm.Coll.-Stn Wtn	4	IV	1	31.5	1	39.6	26.			58	45	30.7	32.5
Del.Tech.&Comm.Coll.-Terry	4	IV	2	30.0	2	38.0	27.			23	14	29.4	31.0

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
FLORIDA													
Daytona Beach Comm. College		IV	4	24.8	3	31.2	26.	73.	10.0	110	80	25.9	23.2
Edison Community College	127	IV	3	27.0	2	33.9	26.	69.	10.3	50	35	27.7	26.0
Florida Comm.Coll.at Jacks.		IV	1	33.7	1	41.2	22.			168	155	34.5	32.8
Lake City Community College		IV	3	26.2	3	31.8	21.	51.	6.0	62	24	26.7	25.0
Polk Community College		IV	5	22.3	4	27.9	25.	92.		58	39	21.6	23.5
Santa Fe Community College		IV	2	29.4	2	36.1	23.	85.		108	110	30.0	28.7
Tallahassee Comm. College	1	IV	1	33.8	1	44.0	30.	84.		46	47	34.1	33.5
GEORGIA													
Young Harris College		IV	3	25.1	4	29.4	17.	46.	12.3	18	8	25.3	24.5
HAWAII													
Honolulu Comm.Coll.-U.Hawaii	9	IV	2	30.9	2	38.1	23.	66.	6.5	79	32	31.5	29.6
Kapiolani Comm.Coll-U.Hawaii	9	IV	1	32.2	1	39.6	23.	68.	6.9	54	54	32.5	31.8
Kauai Comm.Coll.-U. Hawaii	9	IV	2	29.6	2	36.5	23.	52.	6.2	32	16	30.3	28.2
Leeward Comm.Coll.-U. Hawaii	9	IV	1	32.6	1	40.1	23.	85.	6.9	73	53	33.5	31.4
Maui Comm.College-U. Hawaii	9	IV	2	30.6	2	37.7	23.	63.	6.7	35	22	31.6	29.0
Windward Comm.Coll-U. Hawaii	9	IV	2	30.2	2	37.3	23.	66.	6.4	18	14	28.9	31.9
IDAHO													
North Idaho College		IV	2	28.1	2	34.8	24.	64.	11.9	54	31	28.8	27.1
ILLINOIS													
Belleville Area College	36	IV	1	34.3	1	40.0	17.	90.	0.8	76	29	35.9	30.1
Carl Sandburg College		IV	3	27.6	3	32.5	18.	79.	8.0	30	27	28.3	26.8
Chicago College of Commerce		IV	5	19.0	5	22.1	16.		2.1	3	6	---	---
City Colleges of Chicago	44	IV	1*	38.6	1*	45.2	17.	99.	6.6	626	380	39.8	36.6
Illinois Eastern Comm.Colls.	1	IV	4	24.5	4	27.5	12.	81.	4.9	72	38	25.3	22.9
Illinois Valley Comm.College		IV	2	30.1	2	35.5	18.	86.	6.9	59	20	31.0	27.7
John A. Logan College		IV	2	30.9	3	32.7	6.	78.	8.3	33	25	33.3	27.8
John Wood Community College		IV	3	25.6	3	30.2	18.	35.	4.8	8	15	29.2	23.6
Joliet Junior College		IV	1	35.2	1	42.7	21.	87.	1.4	99	42	36.1	32.9
Kankakee Community College		IV	3	26.7	3	31.5	18.	68.	6.1	34	23	28.7	23.7
Kaskaskia College		IV	3	26.8	3	32.4	21.	79.	5.6	44	19	28.4	23.1
Lincoln College	48	IV	5	22.0	4	27.8	26.	27.	7.9	38	13	21.9	22.2
McHenry County College		IV	2	31.3	2	38.2	22.	91.	5.2	32	14	32.7	28.2
Morton College		IV	1	35.3	1	39.6	12.	91.	7.4	31	25	35.9	34.6
Prairie State College		IV	1	31.5	2	33.8	7.	89.	2.5	54	40	31.8	31.3
Shawnee College		IV	4	22.5	5	25.8	14.	61.	1.7	13	10	24.0	20.5
Southeastern Illinois Coll.		IV	2	30.0	2	34.9	16.	90.		26	14	30.5	29.1
Springfield Coll.in Illinois		IV	5	17.6	5	20.5	17.	71.		6	11	18.5	17.1
State Community College		IV	4	24.6	3	30.9	26.	95.	1.6	14	24	27.5	23.0
IOWA													
Des Moines Community College	19	IV	3	27.0	3	32.6	20.			123	79	28.1	25.4
Eastern Iowa Comm.Coll.Dist.	37	IV	4	23.7	4	28.8	22.		8.5	90	64	24.4	22.6
Indian Hills Community Coll.	38	IV	4	24.0	4	28.4	18.		10.4	72	39	24.6	22.8
Iowa Lakes Community Coll.	136	IV	4	24.5	4	29.4	20.		11.5	50	20	26.0	20.6
North Iowa Area Comm.College		IV	2	29.9	2	35.8	20.	90.		57	23	31.2	26.8
Western Iowa Tech.Comm.Coll.	3	IV	4	24.0	4	29.1	21.		10.3	47	22	24.1	23.8
KANSAS													
Allen County Community Coll.		IV	3	26.4	4	29.0	10.	73.	11.5	21	5	---	---
Barton County Community Coll		IV	4	24.5	4	27.9	14.	66.	3.0	34	33	27.3	21.6
Butler County Community Coll		IV	4	24.5	4	29.8	21.	80.	1.9	43	38	27.1	21.6
Central College		IV	5	16.7	5	22.8	37.		3.9	12	5	---	---
Coffeyville Community Coll.		IV	4	23.1	4	27.6	19.			17	11	25.4	19.7
Cowley County Comm. College		IV	3	26.7	3	32.9	23.			26	7	27.1	25.1
Fort Scott Community College		IV	5	22.2	5	25.0	13.	51.		28	19	23.5	20.4
Hesston College		IV	5	17.3	5	20.5	18.			30	16	17.6	16.8
Highland Community College		IV	4	23.8	4	28.3	19.			20	10	24.1	23.0
Hutchinson Community College	3	IV	2	27.9	3	32.7	17.	83.	4.1	63	31	28.6	26.5
Johnson County Comm. College		IV	1	34.6	1	40.2	16.			108	75	35.7	33.0
Kansas City Kans. Comm.Coll.		IV	2	30.7	2	36.0	17.		6.5	52	52	35.9	25.5

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
KANSAS (CONTD)													
Neosho County Comm. College		IV	3	26.1	3	30.6	17.			19	12	26.6	25.3
Pratt Community College		IV	3	25.2	5	26.9	62.	64.		14	14	26.0	24.3
Seward County Comm. College		IV	5	20.9	5	24.6	17.	58.	2.9	25	13	21.5	19.7
KENTUCKY													
Midway College		IV	5	19.6	5	22.9	17.		5.9	6	20	21.1	19.2
Saint Catharine College		IV	5	7.6	5	8.0	6.			14	15	7.0	8.1
MAINE													
Central Maine Voc-Tech Inst		IV	4	23.7	4	29.7	25.	74.	3.5	35	11	23.7	23.4
Eastern Maine Voc.Tech.Inst.		IV	4	24.1	3	30.9	28.			37	17	24.5	23.3
Northern Maine Voc.Tech.Inst		IV	3	26.1	4	29.0	11.	78.		31	19	24.6	28.5
Southern Maine Voc.Tech.Inst		IV	4	24.1	4	30.0	25.	81.		66	23	24.6	22.6
MICHIGAN													
Alpena Community College		IV	1	34.2	1	43.7	28.			33	9	34.9	31.7
Baker College		IV	2	30.3	2	38.7	27.		10.6	11	11	28.2	32.5
Bay de Noc Community College		IV	1	31.6	1	41.6	32.	85.		26	14	32.1	30.6
Ch. Stewart Mott Comm. Coll.	113	IV	2	30.3	2	38.7	28.			120	70	30.3	30.3
Gogebic Community College		IV	2	31.1	1	39.3	26.	97.		28	10	31.9	29.0
Grand Rapids Junior College		IV	1*	36.6	1	44.8	22.	89.	5.2	137	71	37.6	34.6
Highland Park Comm. College		IV	1*	36	1*	47.7	31.			20	17	36.7	36.1
Jackson Community College		IV	1	35.5	1	42.8	20.	78.		72	43	37.4	32.4
Kalamazoo Valley Comm. Coll.		IV	1	33.5	1	42.0	25.	99.		61	30	34.9	30.8
Kellogg Community College		IV	1*	36.6	1*	45.9	25.	83.		60	27	37.3	34.9
Kirtland Community College		IV	3	25.9	2	33.9	31.			16	11	27.2	23.9
Lake Michigan College		IV	2	27.9	3	32.9	18.			32	22	28.9	26.4
Macomb Community College		IV	1*	38.6	1*	49.5	28.	92.		244	93	38.6	38.5
Mid Michigan Community Coll.		IV	3	26.3	2	33.9	29.	89.		24	13	27.7	23.7
Montcalm Community College		IV	2	29.3	2	36.3	24.	78.		17	6	29.6	28.6
Muskegon Business College		IV	2	27.8	2	37.9	36.			11	13	30.1	25.8
Muskegon Community College		IV	1	36.0	1*	45.1	25.	91.		69	30	36.9	33.9
North Central Michigan Coll.		IV	1	32.6	1	41.9	29.	97.		22	8	32.5	32.8
Oakland Community College		IV	1*	50.0	1*	63.2	26.	ALL		204	86	49.8	50.6
Saint Clair County Comm.Coll		IV	1	34.9	1	43.4	24.			63	32	35.6	33.6
Schoolcraft College	3	IV	1*	38.4	1*	50.9	33.			83	35	38.7	37.6
Southwestern Michigan Coll.		IV	3	26.9	2	34.2	27.			28	14	28.0	24.7
Suomi College		IV	3	25.5	2	33.8	32.	17.	6.5	11	19	25.5	25.5
Washtenaw Community College		IV	1*	37.9	1*	47.7	26.	96.		93	36	38.4	36.5
Wayne County Comm. College		IV	3	26.9	2	38.6	44.	99.		78	77	31.0	22.8
West Shore Community College		IV	2	29.7	2	38.0	28.	88.		15	11	31.9	26.6
MINNESOTA													
Anoka Ramsey Community Coll.		IV	1	34.8	1	44.5	28.		8.9	36	21	35.5	33.8
Austin Community College		IV	1	35.0	1	44.6	28.		7.8	19	7	37.2	29.0
Brainerd Community College		IV	1	32.2	1	41.4	29.		9.0	22	6	33.8	26.0
Fergus Falls Community Coll.		IV	1	33.5	1	42.9	28.		7.9	13	7	34.7	31.3
Hibbing Community College		IV	2	30.4	1	39.3	29.		9.8	20	13	32.8	26.5
Inver Hills Community Coll.		IV	1	34.4	1	44.0	28.		8.9	34	19	34.9	33.5
Itasca Community College		IV	2	31.4	1	40.5	29.		9.7	23	13	33.1	28.6
Lakewood Community College		IV	1	35.4	1*	45.1	28.		8.5	47	20	35.7	34.4
Mesabi Community College		IV	1	33.0	1	42.4	28.		8.2	19	8	35.6	27.0
Minneapolis Community Coll.		IV	1	33.9	1	43.4	28.		8.1	27	27	34.1	33.7
Normandale Community College		IV	1	34.1	1	43.6	28.		8.7	63	50	35.3	32.5
Northland Community College		IV	1	33.3	1	42.7	28.		7.7	12	5	---	---
Rainy River Community Coll.		IV	2	30.8	2	36.4	18.		9.9	15	8	33.4	25.9
Rochester Community College		IV	1	34.1	1	43.6	28.		8.4	48	27	35.9	30.9
Vermillion Community College		IV	1	33.6	1	43.1	28.		7.6	10	3	---	---
Willmar Community College		IV	1	33.0	1	42.3	28.		7.8	23	6	34.9	25.5
Worthington Community Coll.		IV	1	35.1	1	44.9	28.		8.8	14	3	---	---
MISSISSIPPI													
Coahoma Junior College		IV	5	18.2	5	21.2	17.			34	29	18.4	17.8
Copiah-Lincoln Junior Coll.		IV	5	21.1	5	25.6	21.			43	29	21.5	20.5
East Central Junior College		IV	5	20.4	5	24.5	20.			31	15	20.4	20.4
East Mississippi Junior Coll		IV	5	19.4	5	23.7	22.			40	16	19.4	19.6
Hinds Junior College	66	IV	5	21.9	5	26.5	21.			167	204	21.8	21.9
Holmes Junior College		IV	5	20.5	5	24.7	21.			41	50	20.0	20.9

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M I S S I S S I P P I (CONTD)													
Jones County Junior College		IV	3	25.8	3	31.0	20.			55	60	26.5	25.2
Meridian Community College		IV	4	22.8	4	27.9	22.			36	57	23.4	22.4
Miss. Delta Junior College		IV	4	23.0	5	27.3	19.			37	54	23.0	23.0
Miss. Gulf Coast Junior Coll	67	IV	3	25.9	3	30.9	19.			156	121	25.7	26.1
Northeast Miss. Junior Coll.		IV	4	24.4	4	29.2	20.			46	61	24.0	24.8
Northwest Miss. Junior Coll.		IV	4	24.0	4	29.4	23.			66	78	23.9	24.1
Pearl River Junior College		IV	5	21.8	5	25.7	18.			56	50	21.8	21.8
Southwest Miss. Junior Coll.		IV	4	22.6	5	26.7	18.			19	22	20.2	24.7
Wood Junior College		IV	5	15.5	5	17.5	13.			2	13	---	---
M I S S O U R I													
Jefferson College		IV	3	25.1	4	28.9	15.	67.		65	31	25.6	24.0
Metropolitan Comm. Colleges	25	IV	2	31.0	2	37.2	20.	69.	4.0	149	92	33.1	27.5
Mineral Area College		IV	3	26.1	3	30.6	18.			26	22	27.8	24.0
Moberly Area Junior College		IV	5	22.0	4	27.8	26.	37.		14	16	22.7	21.4
State Fair Community College		IV	3	25.5	4	29.3	15.			35	18	23.4	29.6
Three Rivers Comm. College	5	IV	5	22.3	5	25.7	15.			30	23	23.4	20.9
Trenton Junior College		IV	5	22.2	5	24.1	8.	60.	5.0	9	11	24.0	20.7
M O N T A N A													
Dawson Community College		IV	3	26.1	3	31.3	20.	58.		14	5	---	---
Miles Community College		IV	3	25.3	3	31.6	25.		0.0	11	9	25.3	25.3
N E B R A S K A													
Central Community College	59	IV	5	22.3	4	27.4	23.		5.0	76	38	24.2	18.5
McCook Community College		IV	5	22.0	5	26.9	22.	88.	3.3	19	5	---	---
Metropolitan Community Coll.	69	IV	4	23.6	4	28.8	22.		5.4	61	49	23.9	23.1
Mid Plains Nebr.Tech.CC Area	122	IV	3	25.5	3	31.2	23.	96.	4.0	48	20	25.5	25.3
Northeast Tech. Comm.College		IV	4	22.6	4	28.3	25.			58	14	23.0	20.7
Southeast Community College	70	IV	5	22.2	4	27.6	24.		6.2	142	75	22.7	21.2
Western Tech.Comm.Coll. Area	71	IV	4	24.4	3	30.2	24.		7.8	53	16	25.3	21.4
N E W M E X I C O													
New Mexico Junior College		IV	3	27.4	2	33.9	24.			35	13	28.0	25.9
Northern N.Mex.Comm.College		IV	5	20.9	5	26.1	25.	53.		30	17	21.1	20.6
N O R T H C A R O L I N A													
Anson Technical College		IV	5	18.4	5	23.1	26.			15	9	18.3	18.5
Asheville-Buncombe Tech.Coll		IV	3	25.1	3	31.2	24.			45	36	26.4	23.5
Beaufort County Comm.Coll.		IV	5	21.8	5	27.1	24.			26	19	22.1	21.5
Bladen Technical College		IV	5	19.7	5	24.5	24.			10	9	19.2	20.3
Blue Ridge Community College		IV	4	24.6	4	30.1	23.		6.1	25	16	24.9	24.1
Cape Fear Technical Inst.		IV	4	24.9	4	30.1	22.			54	17	25.7	21.7
Carteret Community College	1	IV	5	21.8	5	27.0	24.			18	18	22.1	21.5
Catawba Valley Tech. College		IV	3	25.3	3	31.1	23.			45	24	25.8	24.3
Central Piedmont Comm. Coll.		IV	3	27.6	2	33.9	23.		8.0	113	100	28.6	26.5
Cleveland Technical College		IV	4	22.5	4	27.7	23.			36	16	22.5	22.3
Coastal Carolina Comm. Coll.		IV	4	23.6	4	29.2	24.			54	45	24.4	22.6
College of the Albemarle		IV	4	22.7	4	28.0	23.			29	19	22.5	23.2
Davidson County Comm. Coll.		IV	2	28.0	2	34.3	23.			42	22	28.6	26.7
Durham Technical Institute		IV	4	24.3	4	29.9	23.			42	32	24.7	23.7
Edgecombe Technical College		IV	5	21.5	5	26.5	23.			16	37	23.5	20.6
Fayetteville Tech.Comm.Coll.		IV	3	25.9	3	31.4	21.		8.5	101	70	26.6	24.9
Forsyth Technical College		IV	3	25.7	3	31.6	23.			55	43	25.6	25.9
Gaston College		IV	4	24.8	3	30.5	23.			59	35	26.2	22.4
Halifax Community College		IV	5	20.7	5	25.9	26.			19	24	21.2	20.2
Haywood Technical College		IV	4	23.5	4	29.2	24.		5.5	37	20	23.7	23.3
Isothermal Community College		IV	4	23.3	4	28.7	23.		8.1	30	22	25.1	20.9
James Sprunt Comm. College		IV	5	21.7	5	26.9	24.			17	16	21.7	21.8
Johnston Community College		IV	5	20.4	5	24.8	22.			63	44	21.2	19.2
Lees-McRae College		IV	5	20.8	5	24.5	18.	22.		20	16	21.6	19.8
Lenoir Community College		IV	5	22.2	4	27.5	24.			39	37	23.5	20.8
McDowell Technical College		IV	5	21.1	5	26.1	2[illegible]		5.7	17	9	21.2	20.9
Martin Community College		IV	4	24.4	4	30.0	23.			11	9	24.2	24.6
Mayland Technical College		IV	5	22.3	4	27.5	23.		4.5	14	9	23.1	21.1
Mitchell Community College		IV	5	22.0	5	27.2	24.			23	19	22.1	21.9
Montgomery Technical College		IV	5	19.3	5	24.2	26.			16	7	19.3	19.4

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
NORTH CAROLINA (CONTD)													
Montreat-Anderson College		IV	4	23.9	4	27.9	17.	33.		20	1	---	---
Nash Community College		IV	3	24.9	3	30.7	24.		9.7	19	15	25.8	23.7
Pamlico Technical College		IV	5	20.0	5	24.8	24.			3	3	---	---
Piedmont Technical College		IV	5	21.4	5	26.1	22.		10.2	19	11	21.4	21.4
Pitt Community College		IV	3	24.9	4	29.2	17.			37	41	26.0	23.9
Randolph Technical College		IV	5	21.0	5	25.9	24.			29	18	21.9	19.6
Roanoke-Chowan Tech. College		IV	4	22.5	4	28.0	25.			9	17	21.4	23.0
Robeson Technical College		IV	4	23.1	4	29.5	28.			22	21	21.8	24.4
Rockingham Community College	1	IV	3	24.9	3	30.7	24.			25	19	24.5	25.4
Rowan Technical College		IV	3	26.8	3	33.3	24.			25	22	27.4	26.1
Sampson Technical College		IV	5	22.4	4	27.6	23.			14	29	24.1	21.6
Sandhills Community College		IV	3	27.0	3	33.1	23.			48	37	28.7	24.9
Southeastern Community Coll.		IV	5	20.9	5	25.8	23.			21	23	21.9	20.0
Southwestern Technical Coll.		IV	5	22.3	4	27.5	23.			20	16	22.4	22.1
Stanly Technical College		IV	4	22.9	4	28.2	23.			17	21	24.3	21.7
Surry Community College		IV	4	23.1	4	28.9	25.			44	19	23.8	21.4
Technical Coll. of Alamance		IV	4	24.0	4	29.8	24.			35	29	25.2	22.6
Tri-County Community College		IV	5	18.8	5	23.6	25.		5.0	13	7	18.4	19.6
Vance-Granville Comm.College		IV	4	22.7	5	26.8	18.		5.1	24	25	24.2	21.3
Wake Technical College		IV	4	24.7	3	30.4	23.			71	60	25.1	24.2
Warren Wilson College		IV	5	14.6	5	18.8	29.			34	8	14.1	17.2
Wayne Community College		IV	4	23.9	4	29.6	24.			48	36	24.8	22.7
Western Piedmont Comm. Coll.		IV	4	23.1	4	28.1	22.			30	21	24.1	21.7
Wilkes Community College		IV	4	24.4	4	30.1	23.			37	25	24.9	23.6
Wilson County Technical Inst		IV	4	23.8	4	29.3	23.			23	16	25.4	21.6
NORTH DAKOTA													
Bismarck State College		IV	2	28.9	2	35.9	24.			61	19	29.8	26.0
North Dakota St.Sch.of Sci.		IV	3	26.6	3	33.6	26.	75.	0.0	131	26	27.0	24.6
Univ. of N. Dak.-Lake Region		IV	5	22.0	4	28.1	28.	58.		18	6	22.4	20.7
OHIO													
Columbus Technical Institute		IV	2	28.2	3	31.0	10.	52.	8.7	105	78	29.4	26.6
Cuyahoga Comm. College Dist.	139	IV	1*	37.2	1*	47.0	26.	80.	4.6	189	135	40.1	33.2
Hocking Technical College		IV	5	22.4	5	26.6	19.			60	41	22.4	22.4
Lakeland Community College		IV	1*	38.2	1*	48.2	26.	84.		61	33	40.1	34.8
Marion Technical College		IV	3	26.7	3	32.6	22.		3.5	12	22	27.3	26.4
Terra Technical College		IV	3	25.1	3	31.8	27.		5.7	41	16	25.7	23.7
OKLAHOMA													
Carl Albert Junior College		IV	2	28.5	3	32.3	13.			20	10	29.6	26.2
Eastern Oklahoma State Coll.		IV	3	26.6	3	31.8	20.	59.		27	17	25.6	28.0
El Reno Junior College		IV	3	25.7	4	29.9	16.	36.		13	9	25.9	25.4
Murray State College		IV	3	25.0	4	29.7	19.	48.		22	11	25.4	24.1
Northeastern Okla. A&M Coll.		IV	2	27.8	3	32.5	17.	72.		56	34	28.3	26.9
Northern Oklahoma College		IV	3	26.4	3	31.3	18.	67.		21	18	27.3	25.4
Okla.St.Univ. Technical Br.		IV	3	26.6	3	31.8	20.			62		---	
Rogers State University		IV	4	24.4	4	29.1	19.			24	14	25.0	23.3
Rose State College		IV	3	26.9	3	31.2	16.	77.	5.3	77	64	27.4	26.3
Saint Gregory's College		IV	4	23.3	5	26.5	14.	57.		9	5	---	---
Tulsa Junior College		IV	2	28.8	2	35.1	22.			80	91	29.9	27.9
Western Oklahoma State Coll.		IV	3	26.9	3	32.0	19.	67.		27	12	27.2	26.4
OREGON													
Bassist College		IV	5	18.1	5	21.3	18.			1	12	---	---
Blue Mountain Community Coll		IV	2	31.2	1	41.9	34.	86.		53	16	31.7	29.5
Chemeketa Community College		IV	2	29.2	1	39.6	35.			114	80	31.0	26.7
Clackamas Community College		IV	2	29.0	1	39.3	36.	89.		84	69	30.0	27.7
Clatsop Community College		IV	4	23.5	3	32.1	36.			27	15	23.7	23.2
Lane County Community Coll.		IV	3	26.6	2	36.0	35.	ALL		153	134	28.1	24.9
Linn-Benton Community Coll.		IV	2	29.8	2	35.9	20.			69	39	30.4	28.9
Mount Hood Community College		IV	1	34.0	1*	45.2	33.	81.		101	58	35.1	32.1
Portland Community College		IV	2	30.5	2	35.7	17.	89.		215	142	31.0	29.6
Rogue Community College		IV	3	27.2	2	34.2	26.			35	16	28.3	24.8
Southwestern Oreg.Comm.Coll.		IV	2	28.8	1	39.5	37.	76.		38	12	29.7	26.2
Treasure Valley Comm.College		IV	3	26.4	2	35.9	36.	82.	5.7	31	14	27.8	23.3
Umpqua Community College		IV	3	27.5	2	37.7	37.			35	26	29.5	24.8

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
PENNSYLVANIA													
Beream Institute		IV	5	16.7	5	21.7	31.		6.7	5	6	---	---
SOUTH CAROLINA													
Aiken Technical College		IV	4	24.5	4	29.6	21.			40	15	25.4	21.9
Anderson College		IV	4	24.8	4	29.9	21.	80.		25	21	25.5	23.8
Beaufort Technical College	134	IV	5	21.1	5	25.3	20.		3.0	19	16	21.2	21.0
Chesterfield-Marlboro Tech C		IV	3	25.8	3	30.8	19.			13	10	28.2	22.7
Clinton Junior College		IV	5	8.2	5	8.8	7.			2	4	---	---
Denmark Technical College		IV	5	21.0	5	25.0	19.			20	11	20.5	21.8
Florence-Darlgtn. Tech.Coll.		IV	4	22.6	5	27.2	21.			44	40	22.6	22.5
Greenville Technical College		IV	4	23.8	4	28.6	20.			97	89	23.3	24.5
Orangeburg Calhoun Tech.Coll		IV	5	22.3	5	26.1	17.			24	29	23.1	21.8
Piedmont Technical College		IV	4	22.7	5	26.9	18.			45	26	23.6	21.3
Spartanburg Methodist Coll.		IV	4	24.7	4	28.4	15.	55.		12	10	24.9	24.5
Spartanburg Technical Coll.		IV	4	22.7	5	27.2	20.			38	35	23.9	21.4
Tri-County Technical College		IV	4	23.6	4	27.8	18.			50	32	23.9	23.1
Trident Technical College	100	IV	4	24.6	4	29.4	19.			75	53	25.4	23.6
York Technical College		IV	3	25.7	3	31.0	20.			39	41	27.0	24.5
SOUTH DAKOTA													
Presentation College		IV	5	20.3	5	24.0	18.			5	10	---	---
Sinte Gleska College		IV	5	15.2	5	16.9	11.			18	11	16.0	13.7
TENNESSEE													
Tomlinson College		IV	5	18.6	5	21.5	15.	67.		6	6	21.2	16.0
TEXAS													
Alvin Community College		IV	1	32.4	2	37.2	15.	82.	4.4	71	37	32.7	31.9
Austin Community College	102	IV	2	28.6	3	33.4	17.			108	82	29.3	27.8
Blinn College		IV	3	27.6	3	33.6	22.			66	37	29.2	24.8
Brookhaven College		IV	1	34.1	2	38.2	12.	ALL		37	37	34.0	34.2
Cedar Valley College		IV	1	32.2	2	36.1	12.	ALL		31	12	33.4	29.2
Cisco Junior College		IV	3	25.6	3	30.8	20.	62.		34	21	27.2	23.1
Clarendon College		IV	4	23.6	4	28.3	20.		5.0	19	8	24.9	20.5
College of the Mainland	5	IV	1	32.1	2	37.2	16.	64.		35	31	33.4	30.6
Cooke County College		IV	3	25.0	4	28.5	14.		5.0	28	27	26.2	23.8
Eastfield College		IV	1*	37.3	1	41.6	12.	ALL		68	27	37.8	36.0
El Centro College		IV	1	33.8	2	37.8	12.	ALL		48	70	35.3	32.7
El Paso Co.Com.Coll.District	103	IV	2	29.1	3	33.5	15.	55.	6.9	134	107	30.0	28.0
Galveston College		IV	2	28.4	2	33.8	19.	60.		23	27	30.4	26.7
Hill College	1	IV	3	25.6	4	28.9	13.	49.		23	12	26.5	23.8
Houston Community College		IV	5	20.3	5	24.5	20.	28.		223	164	14.8	27.9
Howard County Junior Dist.		IV	4	24.5	4	29.2	19.			26	38	25.7	23.7
Laredo Junior College		IV	2	29.0	2	35.4	22.	64.	1.1	84	56	30.5	26.8
Midland College		IV	2	30.3	2	37.0	22.			51	22	30.0	30.9
Mountain View College		IV	1*	36.3	1	40.4	11.	ALL		51	18	36.7	35.0
North Harris Co. Coll. Dist.	121	IV	1	32.3	2	37.2	15.	82.		94	96	32.8	31.7
North Lake College		IV	1	33.6	2	37.7	12.	ALL		34	25	34.3	32.7
Palo Alto College		IV	4	23.7	4	27.4	16.			19	18	23.6	23.8
Richland College		IV	1	36.2	1	40.4	12.	ALL		86	56	37.1	34.8
San Jacinto College	104	IV	2	28.8	3	33.2	15.			183	193	29.9	27.8
Texas State Tech.Inst.-Amrlo		IV	4	23.1	4	27.9	25.			63	22	23.8	21.2
Texas State Tech.Inst.-Hrlgn		IV	4	23.5	4	30.0	28.		7.5	124	40	24.3	21.1
Texas State Tech.Inst.-Waco		IV	4	24.1	3	30.6	27.		7.4	294	42	24.4	22.0
Trinity Valley Comm. College		IV	3	27.4	3	33.4	22.			63	44	28.2	26.2
Tyler Junior College		IV	2	28.7	3	32.2	12.			78	87	30.1	27.4
Wharton County Junior Coll.	1	IV	2	29.0	2	35.2	22.			48	42	30.5	27.2
UTAH													
Coll.Eastern Utah San Juan		IV	3	25.6	2	33.8	32.	49.		41	18	26.7	22.9
Dixie College		IV	3	25.8	3	33.7	31.	39.	1.4	45	16	27.1	22.1
Utah Valley Community Coll.	90	IV	3	27.5	2	36.0	31.	59.	4.2	111	37	27.8	26.3
VIRGINIA													
Southern Seminary Jr. Coll.		IV	5	19.8	5	22.5	13.		6.2	5	11	---	---

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
WASHINGTON													
Bellevue Community College		IV	2	30.7	2	37.9	23.	85.		54	38	31.7	29.4
Big Bend College		IV	2	30.2	2	37.0	23.		4.2	33	12	30.2	30.2
Centralia College	1	IV	2	27.8	2	34.5	24.	82.	0.5	39	17	28.5	25.9
Columbia Basin College		IV	2	29.3	2	36.2	23.	82.		59	30	30.0	27.9
Olympic College		IV	2	29.8	2	36.8	23.	87.	4.1	63	23	30.0	29.5
Peninsula College		IV	2	30.6	2	37.9	24.	67.		36	9	31.0	29.3
Tacoma Community College	23	IV	1	32.6	1	40.1	23.	78.	3.9	47	21	33.3	31.0
Yakima Valley Comm. College		IV	1	31.5	1	39.6	26.	85.	6.3	60	38	32.4	30.2
WISCONSIN													
Chippewa Valey Tech. Coll.		IV	1	32.2	1	41.5	29.			105	57	32.0	32.6
Madison Area Technical Coll.		IV	1	35.3	1*	45.5	29.			208	143	36.0	34.2
Milwaukee Area Tech. College		IV	1*	37.3	1*	49.1	32.		4.0	351	235	37.6	37.0
Nicolet College & Tech.Inst.		IV	2	30.3	2	38.6	27.			30	15	31.8	27.3
WYOMING													
Casper College		IV	3	27.7	3	33.6	21.	69.		84	48	28.5	26.2
Laramie County Comm. College		IV	2	30.1	2	37.8	26.	90.		42	28	30.6	29.3

APPENDIX III

Preclinical Departments of Medical Schools (12-Month Basis), 1987–88

Name of Institution	No. of Faculty				Average Salary				Average Compensation			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
Albert Einstein Coll. of Med.	39	20	14	4	78.2	59.0	39.7	–	99.3	74.9	50.4	–
Bowman Gray Sch. of Med.	23	35	17	15	58.7	43.5	37.2	33.3	74.5	55.3	47.3	41.7
Brown Univ. Sch. of Med.	25	14	22		52.3	38.4	30.3		64.3	47.2	37.3	
Case Western Res. U. Sch. of Med.						PNA*						
Creighton Univ. Sch. of Med.	11	12	14		55.5	39.3	45.6		63.8	45.1	52.5	
Dartmouth Med. Sch.	25	15	11		64.1	49.9	37.5		80.2	62.3	46.8	
Duke Univ. Sch. of Med.	45	31	31	1	73.5	52.5	39.5	–	89.6	64.0	48.2	–
East Carolina U. Sch. of Med.	13	17	15		64.5	50.2	37.3		76.2	59.3	44.0	
Emory Univ. Sch. of Med.	24	26	24	6	64.5	44.8	39.0	19.5	76.1	52.9	46.0	23.0
Loma Linda Univ. Sch. of Med.	20	13	14		50.9	41.4	34.8		61.1	49.7	41.7	
La. St. U. Sch. of Med.-N. Orls.	92	182	237	128	61.7	47.2	28.2	28.5	71.1	54.4	32.5	32.8
La. St. U. Sch. of Med.-Shrvpt.	14	17	12	1	55.2	45.1	37.6	–	62.4	51.0	42.5	–
Med. Coll. of Ga. Sch. of Med.	27	42	16	2	61.9	45.7	31.9	–	78.0	58.5	40.9	–
Medical College of Va.	46	46	44	5	67.8	50.0	38.6	–	85.5	62.6	48.6	–
Medical College of Wis.	18	25	21	2	64.0	45.1	35.1	–	79.4	55.9	43.5	–
Mercer Univ. Sch. of Med.	14	5	4	2	61.3	–	–	–	74.2	–	–	–
New York Medical College	20	22	20	3	57.4	43.4	31.7	–	70.1	53.0	38.7	–
N.E. Ohio Univ. Coll. of Med.	7	8	15	3	54.7	45.9	35.1	–	68.9	57.8	44.3	–
Oral Roberts U. Sch. of Med.	6	12	6		57.5	42.3	31.8		69.0	50.8	38.2	
Ohio St. Univ. Coll. of Med.	35	27	13		70.6	49.4	39.7		83.1	58.8	47.7	
Oreg. Hlth. Sci. Ctr.	59	46	46	9	64.7	50.7	40.1	29.8	79.5	62.4	49.2	35.9
Penn. St. U.-Hershey Med. Ctr.	23	15	24	3	63.8	47.9	33.2	–	75.9	58.3	41.1	–
Ponce Sch. of Medicine	4	4	7	2	–	–	20.4	–	–	–	27.6	–
Rutgers Med. & Dent. of N.J.	17	15	12	5	78.5	66.0	44.2	–	94.2	79.2	53.0	–
St. Louis Univ. Sch. of Med.	25	16	14	13	57.7	46.1	38.3	24.3	67.0	53.5	44.4	28.2
Southern Ill. U. Sch. of Med.	20	32	19	12	56.1	44.7	33.6	26.6	63.3	50.5	37.9	30.0
Stanford Univ. Sch. of Med.	22	10	10	1	97.6	59.0	47.3	–	112.3	67.9	54.4	–
SUNY-Brooklyn Hlth. Sci. Ctr.	4	22	81	139	–	58.4	54.6	35.5	–	71.5	65.4	39.8
SUNY-Buffalo Hlth. Sci. Ctr.	44	77	84	14	78.4	57.7	40.1	26.6	95.4	70.9	49.4	33.1
SUNY-Stony Brook Hlth. Sci. Ctr.	25	40	45	246	81.9	59.6	45.2	30.5	99.0	72.5	54.9	36.9
SUNY-Syracuse Hlth. Sci. Ctr.	8	26	40	279	77.3	52.8	43.0	26.6	93.7	65.0	52.9	28.8

Temple Univ. Sch. of Med.	35	40	15	1	70.4	51.0	38.5	–	87.3	63.2	47.1	–
Texas Tech. Univ. Hlth. Sci. Ctr.	12	23	7		53.0	43.6	34.7		64.1	52.7	42.0	
Tufts Univ. Sch. of Med.	22	16	25		65.3	52.9	40.8		80.3	65.1	50.2	
Tulane Univ. Sch. of Med.	17	16	15	6	61.7	46.0	36.5	28.2	76.5	57.0	45.2	34.9
Univ. of Ala. Sch. of Med.	41	34	47	6	63.2	43.7	33.7	26.7	78.4	54.2	41.8	33.1
Univ. of Ariz. Coll. of Med.	20	14	10		65.4	48.5	38.4		79.8	59.2	46.8	
Univ. of Ark. Coll. of Med.	18	14	15	3	52.6	40.6	35.8	–	62.6	48.4	42.6	–
Univ. of Calif.-Davis	25	10	4		63.8	45.2	37.8		77.2	54.7	45.7	
Univ. of Calif.-Irvine	17	17	13		67.1	46.8	38.6		81.2	56.7	46.7	
Univ. of Calif.-San Francisco	63	10	19		65.5	45.6	38.3		79.3	55.2	46.4	
Univ. of Chicago-Pritzer Sch.	46	27	16		69.1	49.0	40.2		84.3	59.8	49.0	
Univ. of Col. Hlth. Sci. Ctr.	23	31	33	11	63.5	51.7	41.0	34.3	72.6	60.0	48.3	40.7
Univ. of Conn. Sch. of Med.	19	15	12	4	74.9	48.7	40.6	–	92.2	59.9	49.9	–
Univ. of Fla. Coll. of Med.	30	19	13		61.0	50.2	35.0		75.1	61.7	43.1	
Univ. of Ill. Coll. of Med.	53	35	39	2	62.8	45.2	40.9	–	70.4	50.6	45.8	–
Univ. of Kansas Med. Ctr.	33	15	20		55.2	39.1	35.0		65.2	46.2	41.2	
Univ. of Louisville Sch. of Med.	26	28	12		57.0	47.5	35.7		69.0	57.5	43.2	
Univ. of Maryland Sch. of Med.	30	28	26		70.1	55.2	38.4		87.6	69.0	48.0	
Univ. of Miami Sch. of Med.	34	27	41	3	68.2	49.5	36.6	–	83.2	60.4	44.6	–
Univ. of Michigan Med. Sch.	65	21	17		70.8	47.4	40.2		88.5	59.2	50.3	
Univ. of Minn. Med. Sch.-Mpls.	32	23	13		62.0	48.0	36.7		78.1	60.5	46.2	
Univ. of Miss. Med. Ctr.	21	17	24	2	64.4	33.2	33.7	–	77.9	40.1	40.8	
Univ. of Mo.-Columbia Med. Ctr.	19	19	16		51.8	41.1	35.1		62.2	49.3	42.2	
Univ. of N. Dak. Sch. of Med.	16	10	5	2	48.4	41.2	–	–	57.4	49.0	–	–
Univ. of Penn. Sch. of Med.	53	19	33		77.8	55.8	39.0		96.4	69.2	48.4	
Univ. of Pitts. Sch. of Med.	14	18	31	1	65.6	48.3	34.3	–	81.4	59.9	42.5	–
Univ. of S. Ala. Coll. of Med.	11	17	12		55.5	41.0	35.2		67.2	49.6	42.6	
Univ. of S.C. Sch. of Med.	4	19	4	1	–	49.3	–	–	–	58.6	–	–
Univ. of So. Calif. Sch. of Med.	24	25	10		69.8	50.7	40.5		87.2	63.4	50.6	
Univ. of Tenn.-Mphs. Coll. of Med.	26	45	47	18	53.3	46.6	36.6	31.0	66.7	56.9	44.5	37.0
Univ. of Texas Med. Sch.-Hstn.	20	14	19	3	77.9	57.9	41.6	–	93.5	69.4	50.0	–
Univ. of Utah Sch. of Med.	30	18	15		59.5	45.6	38.1		76.2	58.4	48.7	
Univ. of Vermont Coll. of Med.	16	21	16		58.9	49.3	34.1		74.2	62.2	42.9	
Univ. of Wis. Med. Sch.	50	22	17		64.7	48.8	42.2		80.3	60.5	52.4	
Vanderbilt U. Sch. of Med.	32	13	15	2	69.2	48.6	40.7	–	85.1	59.8	50.1	–
Wayne St. U. Sch. of Med.	34	40	15		65.3	51.8	38.7		79.6	63.2	47.2	
Wright St. U. Sch. of Med.	54	59	49	3	73.3	61.8	54.1	–	88.5	74.6	65.3	

*Publication not authorized.

NOTES TO APPENDIXES I AND II

For the purpose of this survey, 12-month salaries are converted to a standard academic-year basis. A factor of 9/11 or 81.8 percent is used except when an institution has a different formula. The first twenty-five footnotes are used to indicate which formula has been used for specific institutions.

1. A factor of 75.0
2. A factor of 76.9
3. A factor of 80.0
4. A factor of 83.3
5. A factor of 85.7
6. A factor of 90.0
7. A factor of 86.0
8. A factor of 95.0
9. A factor of 85.5
10. A factor of 86.4
11. A factor of 86.9
12. A factor of 90.9
13. A factor of 79.2
14. A factor of 87.5
15. A factor of 91.7
16. A factor of 66.7
17. A factor of 72.2
18. A factor of 76.6
19. A factor of 78.0
20. A factor of 78.1
21. A factor of 82.2
22. A factor of 83.0
23. A factor of 83.4
24. A factor of 85.0
25. *Metro Community College*—Data include Longview, Maple Woods and Penn Valley Community Colleges.
26. Salary negotiations were still underway at time of submission, therefore, data do not reflect the 1987-88 increase.
27. *Air Force Institute of Technology*—Fringe benefits have been estimated based on information provided in previous years.
28. The retirement component does not include the contribution made for unfunded retirement liability.
29. *Ottawa University*—Data include the Ottawa and Overland Park, Kansas and the Phoenix, Arizona campuses.
30. The overall compensation also includes a portion of the employee's contribution to the Federal Social Security Program which is paid by the state (5.85 percent of the first $16,500 of salary).
31. *Faulkner University*—Data include Mobile, Birmingham, Huntsville, and Florence campuses.
32. *University of South Alabama*—Data also include the Baldwin County campus.
33. *State Tech Colleges*—Data include Greater New Haven, Hartford, Thames Valley, Waterbury State Tech Colleges and apply to day division only. Salary increase reported represents a two-year increment (9.25 for 1986-87 and 9.85 for 1987-88).
34. *Loyola Marymount University*—Data also include the Loyola Law School.
35. *Yavapai College*—Data include the Prescott and Verde campuses.
36. *Belleville Area College*—Data include the Belleville, Granite and Red Bud campuses.
37. *Eastern Iowa Community District*—Data include Scott, Muscatine, and Clinton Community Colleges.
38. *Indian Hills Community College*—Data include the Humua, Ottumwa Airport, and Centerville campuses.
39. *Middle Tennessee State University*—Data include longevity pay which averages: $1,569 for Professors, $1,037 for Associates, $579 for Assistants, and $339 for Instructors.
40. *University of South Florida*—Data also include St. Petersburg, Sarasota, and Ft. Myers campuses.
41. *University of Miami*—Data apply to Coral Gables and Key Biscayne (RSMAS).
42. *Mercer University*—Data also include the Pharmacy School, the School of Nursing, the School of Business, and the College of Arts and Sciences in Atlanta.
43. *University of Idaho*—Data also include the Vocational-Technical Education faculty.
44. *City Colleges of Chicago*—Data include all eight campuses.
45. *Southeast Massachusetts University*—Data reflect a two-year increase.
46. *University of the Pacific*—Data also include School of Dentistry and the McGeorge School of Law.
47. *Illinois Eastern Community Colleges*—A conversion factor of 9/12 (or 75 percent) was used to convert 12-month data to the standard academic-year basis. Data include Frontier Community, Lincoln Trail, Olney Central, and Wabash Valley Colleges.
48. *Lincoln College*—Data include Pontiac, Lincoln, Normal, Dwight, and Logan Correctional Centers.
49. *National College of Education*—Data include campuses in Evanston, Chicago, Lombard in Illinois; and St. Louis, MO; Milwaukee, WI; and McLean, VA.
50. *Ray College of Design*—Data include both the Chicago and Woodfield campuses.
51. *Black Hawk College*—Data include the Quad Cities, Kewanee, and Moline campuses. The 12-month salaries have been converted to a standard academic-year basis using a factor of 81.3 percent or nine months x 123.
52. *Los Angeles College of Chiropractic*—Data also include the Satellite clinic faculty.
53. *Long Island University*—Data also include C.W. Post, South Hampton, Brentwood, Brooklyn, and Rockland campuses.
54. *Northern Kentucky University*—Data do not include the Chase College of Law.
55. *University of Kentucky Community Colleges*—Data include nine campuses.
56. *Louisiana State University and A&M College*—Data also include the Center for Agricultural Science and Rural Development, and the Law School.
57. *Charles County Community College*—Data also include the Smallwood Village Center, the College at St. Mary's County and Calvert County.
58. *Garrett Community College*—Data also include the Oakland Center.
59. *Central Community College*—Data include Grand Island, Hastings, and Platte campuses.
60. *Peabody Institute of Johns Hopkins University*—Data apply only to the faculty in the Conservatory.
61. *University of Baltimore*—Data include the Yale Gordon College of Liberal Arts and the School of Business.
62. *North Shore Community College*—Data include Beverly and Lynn campuses.
63. *Fontbonne College*—Data include St. Louis, O'Fallon Branch, and Fenton Branch campuses.
64. *West Virginia Northern Community College*—Data include Wheeling, Weirton, and New Martinsville campuses.
65. *Tufts University*—Data include the Fletcher School of Law and Diplomacy, the Dental School, the School of Veterinary Medicine, and the College of Arts and Sciences.
66. *Hinds Junior College*—Data include faculty from Utica Junior College.
67. *Mississippi Gulf Coast Junior College*—Data include Perkinston, Jefferson Davis, Jackson County, George County, Harrison County, Keesley, West Harrison County Center campuses.
68. *Cochise College*—Data include the Sierra Vista and Douglas Prison Complex.
69. *Metropolitan Community College*—Data also include Fort Omaha, Elkhorn Valley, and South Omaha campuses.
70. *Southeast Community College*—Data include Beatrice, Lincoln, and Milford campuses.
71. *Western Technical Community College Area*—Data include Nebraska Western College, College at Scottsbluff, and Western Nebraska Technical College at Sidney and the Alliance campuses.
72. *Fairleigh Dickinson University*—Data include Rutherford, Teaneck, Edward Williams, and Madison campuses.
73. *Colorado Mountain College*—Data also include Spring Valley, Alpine, and Timberline campuses.
74. *Columbia University*—Data do not include Medicine, Dentistry, Nursing and Public Health.
75. *Cornell University (Endowed Colleges)*—Data include the College of Architecture, Art and Planning, Arts and Sciences, Engineering, the School of Hotel Administration, the Law School, the Johnson Graduate School of Management, and Africana Studies and Research Center.
76. *Cornell University (Statutory Colleges)*—Data include Agricultural and Life Sciences, Human Ecology, Industrial and Labor Relations, and Veterinary Medicine.
77. *Fordham University*—Data also include Rose Hill, Bronx; Lincoln Center, Manhattan; and Marymount, Tarrytown campuses.
78. *Alverno College*—After five years of employment faculty are granted continuous employment rather than tenure.
79. *Jamestown Community College*—Data include Jamestown and Cattarangus County campuses.
80. *University of California System*—A 5.7 percent salary increase which

became effective January 1988 is not reflected in these figures.

81. *New York Institute of Technology*—Data include the Westbury and Central Islip campuses and Metropolitan Center.
82. *Pace University*—Data include New York, Pleasantville, and White Plains campuses.
83. *Syracuse University*—Data also include the College Center of the Finger Lakes, Mid-Hudson, Rome, and Endicott/Oswego Graduate Centers.
84. *Union University*—Data also include Union University, Jackson, Tenn., and Union University Baptist Memorial Hospital, Memphis, Tenn.
85. *Antioch University*—Data also include Antioch College, Antioch Philadelphia, Antioch Law School, Antioch New England, and Antioch West campuses.
86. *Athenaeum of Ohio*—Data apply to lay faculty only.
87. *College of St. Rose*—Data reflect an increase of salary averaging 9.6 percent.
88. *Hebrew Union College*—Data include New York, Cincinnati, and Los Angeles campuses. Because Hebrew Union Jewish Institute of Religion, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full professor level at the top of the scale, average salary and average compensation figures reflect an upward skewing for this institution which can be deceptive.
89. *Lourdes College*—Data apply to lay faculty only.
90. *Utah Valley Community College*—Formerly known as Utah Tech at Provo. Faculty with 12-month contracts receive 28.4 percent over a 9-month salary.
91. *Clarion University of Pennsylvania*—Data also include the Venago campus. See footnote 30.
92. *Indiana University*—Data also include the Armstrong and Punxsutawney campuses. See footnote 28.
93. *Gadsen State Community College*—Data include Alabama Technical College, Gadsen State Technical Institute, and Gadsen State Junior College.
94. *Northwestern Michigan College*—Data also include Traverse City and Cadillac campuses.
95. *Roger Williams College*—Data include the campuses at Providence and Bristol.
96. *University of Rhode Island*—Data also include the Narragansett Bay campus.
97. *Pima Community College*—Data include West, Downtown, and the East campuses.
98. *Hamline University*—Data do not include the Law School faculty.
99. *North Greenville College*—Data also include Greer, Greenville, and Simpsonville campuses.
100. *Trident Tech College*—Data include the Berkeley Trident and Palmer Trident campuses.
101. *Northwestern Missouri State University*—The 1986–87 faculty salary published in the 1987 March–April issue of *Academe* were erroneous. The average salary by rank should have been 35,3; 30,0; 24,7; and 21,7 for professor, associate, assistant, and instructor ranks, respectively.
102. *Austin Community College*—Data include Austin, Rio Grande, Ridgeview, Central, and Riverside campuses.
103. *El Paso Community College District*—Data include El Paso, Valley Verde, Rio Grande, and Transmountain campuses.
104. *San Jacinto College*—Data include San Jacinto Central, San Jacinto North, and San Jacinto South campuses.
105. *Sul Ross State University*—Data also include Alpine and Uvalde Study Centers. A factor of 75.0 was used to convert 12-month data to a standard academic year basis. See footnote 30.
106. *Salt Lake Community College*—Formerly known as Utah Tech College at Salt Lake.
107. *Norwich University*—Data also include the Military College of Vermont and the Vermont College.
108. *Washington and Lee University*—Data do not include the Law School.
109. *College of Siskiyous*—Formerly known as Siskiyous Joint Community College District.
110. *University of Puget Sound*—Data do not include the Law School.
111. *Linfield College*—Data include McMinnville and Portland campuses. Data for this year do not compare to those provided in prior years when chairpersons' stipends and a few unconverted 12-month salaries were erroneously included.
112. *Community College of Allegheny County*—Data include Allegheny, Boyce, South, and North campuses.
113. *Mott Community College*—Data do not reflect the 1986–87 salary increase.
114. *Marion College*—In 1981 the institution adopted a multi-year contract system.
115. *John B. Stetson University*—Data also include St. Petersburg campus.
116. *New Jersey Institute of Technology*—Faculty and Compensation data reflect the 1987–88 increase; number of faculty members, however, are those for 1986–87.
117. *University of Puerto Rico*—Data include 11 campuses.
118. *State University of New York System*—Merit increases for 1987–88 are not reflected in the data in this report.
119. *Union County College*—Data include Cranford, Elizabeth, Scotch Plains, and Plainfield campuses.
120. *Troy State University*—Data include Nursing and the Phenix City campus.
121. *North Harris County College District*—Data include the East, North, and South campuses.
122. *Mid Plains Tech Nebraska Technical Community College District*—Data include Mid Plains Community College's Voc-Tech and McDonald-Belton campuses, and McCook Community College.
123. *American University*—Annual raises become effective at the start of the Spring semester; therefore, the figures listed include one-half the annual raise.
124. *Manatee Community College*—Data include Bradenton and South campus (Venice).
125. *University of Massachusetts, Amherst*—Salary levels do not include a 3 percent merit pool. Major benefits do not include the dollar value of tuition wavers. See footnote 28.
126. *Abilene Christian University*—Data do not include a one-time payment of $1,000 given to all continuing faculty, an amount that has not been part of base salary.
127. *Edison Community College*—Data include Collier and Charlotte campuses.
128. *Loyola College in Maryland*—Data apply to lay faculty only.
129. Institution uses a multi-year contract rather than the regular tenure system.
130. *North Adams State College*—Institution did not provide the fringe benefits information.
131. *Texas Woman's University*—Data include Denton, Dallas, and Houston campuses. See note 30.
133. *Thomas College*—Institution uses continuing contracts rather than regular tenure system.
134. *Beaufort Tech College*—Data also include Hampton Extension and Hilton Head Center.
135. *Houghton College*—Data also include the Buffalo campus.
136 *Iowa Lakes Community College*—Data include the Estherville and Emmetsburg Centers.
137. *George C. Wallace State Community College*—Data include Selma and Clanton campuses.
138. *University of North Carolina at Greensboro*—The average salary and average compensation for the rank of full professor published in the 1987 March–April issue of *Academe* were erroneous. These figures should have been 48.4 and 56.6 instead of 48.4 and 78.5, respectively.
139. *Cuyahoga Community College District*—Data include Eastern, Western, and Metropolitan campuses.
140. *University of Denver*—No information provided on fringe benefits, therefore, average compensation that includes benefits is identical to the average salary.

CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 100 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the January-February 1986 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the parenthesized *Bulletin* or *Academe* citations following each listing. Reference should also be had to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

South Dakota State Colleges and Universities under South Dakota Board of Regents (September, 1961, 247-55) 1962
Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).

Grove City College (Pennsylvania)(March, 1963, 15-24) 1963

University of the Ozarks (Arkansas) (December, 1963, 352-59) .. 1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.

Nebraska State Colleges (December, 1964, 347-54) 1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.

Amarillo College (Texas) (September, 1967, 292-302) 1968

Frank Phillips College (Texas) (December, 1968, 433-38) ... 1969

Central State University (Oklahoma) (March, 1969, 66-77) .. 1969

Southern Arkansas University (March, 1971, 40-49) 1971

Onondaga Community College (New York) (June, 1971, 167-74) 1972

Colorado School of Mines (March, 1973, 73-79) 1973

Rider College (New Jersey) (March, 1973, 93-100) 1973

Camden County College (New Jersey) (September, 1973, 356-62) 1974

Virginia Community College System (April, 1975, 30-38) .. 1975

Concordia Seminary (Missouri) (April, 1975, 49-59) 1975

Houston Baptist University (April, 1975, 60-64) 1975

Murray State University (Kentucky) (December, 1975, 322-28) 1976

Blinn College (Texas) (April, 1976, 78-82) 1976

Marquette University (Wisconsin) (April, 1976, 83-94) 1976

University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82-87) 1977

Wilkes College (Pennsylvania) (April, 1977, 88-93) 1977

State University of New York (August, 1977, 237-60) 1978

University of Detroit (March, 1978, (36-54) 1978

Phillips County Community College (Arkansas) (May, 1978, 93-98) 1978

University of Maryland (May, 1979, 213-27) 1979

University of Texas of the Permian Basin (May, 1979, 240-50) 1979

Wingate College (North Carolina) (May, 1979, 251-56) 1979

Olivet College (Michigan) (April, 1980, 140-50) 1980

Nichols College (Massachusetts) (May, 1980, 207-12) 1980

Bridgewater State College (Massachusetts) (April, 1981, 86-95) .. 1981

Yeshiva University (New York) (August, 1981, 186-95) 1982

Eastern Oregon State College (May-June, 1982, 1a-8a) 1982

University of Idaho (November-December, 1982, 1a-17a) ... 1983

Sonoma State University (California) (May-June, 1983, 3-12) 1983

Auburn University (May-June, 1983, 24-32) 1983

American International College (Massachusetts) (May-June, 1983, 42-46) 1983

Illinois College of Optometry (November-December, 1982, 17a-23a) 1984

Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a) 1984

University of Northern Colorado (May-June, 1984, 1a-8a) .. 1984

Westminster College of Salt Lake City (November-December, 1984, 1a-10a) 1985

Southwestern Adventist College (Texas) (January-February, 1985, 1a-9a) 1985

Temple University (May-June, 1985, 16-27) 1985

Oklahoma College of Osteopathic Medicine and Surgery (May-June, 1985, 37-41) 1985

Talladega College (Alabama) (May-June, 1986, 6a-14a) 1986

Southern Nazarene University (Oklahoma) (November-December, 1986, 7a-11a) 1987

Morgan State University (Maryland) (May-June, 1987, 23-32) 1987

The Catholic University of Puerto Rico (May-June, 1987, 33-38) 1987

Husson College (Maine) (May-June, 1987, 45-50) 1987

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UPDATE

Association News and Developments in Higher Education

President's 1989 Budget Released

The President's budget request for fiscal year 1989, which was released on February 18, includes $21.2 billion for programs administered by the U.S. Department of Education. The administration requests an increase of $851 million over the FY 1988 appropriation of $20.3 billion.

The budget includes an additional $750 million for Pell Grants and a proposal to raise the maximum Pell Grant to $2,300. Increased funds also would be provided for Supplemental Grants, College Work Study, the historically black colleges, and the Fund for the Improvement of Postsecondary Education. In order to fund the proposed increases, the administration would eliminate capital funds for National Direct Student Loans ("Perkins Loans") and all funds for the State Student Incentive Grant Program. Funds for public service fellowships, library-related programs, facilities, cooperative education, law school clinical experience, and a program to strengthen graduate programs in areas of national need would also be eliminated. Substantial increases in the income-contingent loan program are in the budget and a college savings bond program is proposed. Total funds for higher education programs would be $9.5 billion, an increase of $600 million over the FY 1988 appropriation.

The budget request reflects a reversal in administration policy towards federal support of education. Repeated rejections of the president's annual budget proposals over the past eight years have led the administration to acknowledge in this budget that education is a priority. While the administration stresses accountability and educational quality as important themes, Congress will review each of the currently authorized education programs prior to drafting guidelines for the budget. The Committee for Education Funding, a coalition of 100 education associations, has asked Congress to provide a minimum of $22.8 billion for FY 1989.

Civil Rights Restoration Act Approved by Congress

The House of Representatives overwhelmingly approved the Civil Rights Restoration Act (S. 557) on March 2. The bill would reverse the Supreme Court's decision in *Grove City College v. Bell*, which held that Title IX of the Education Amendments of 1972 prohibiting sex discrimination applied to specific programs rather than to an entire institution. The decision also affected the enforcement of three other civil rights laws: Title IV of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975. The Civil Rights Restoration Act would clarify congressional intent to apply these four laws institutionwide when federal financial assistance is received by any segment of the institution.

Two issues that were discussed in the Senate and House debates were abortions and "religious-affiliated institutions." The Senate had included an amendment that permitted public or private entities, including university hospitals and health plans, to refuse to perform or pay for abortions. During the debate on the bill, the House sponsors reaffirmed that the Senate had also intended to prohibit a college from discriminating against people who had had abortions or were seeking abortions. Also, the legislation incorporates a limited exemption under Title IX for educational institutions "controlled by a religious organization." The provision permits a limited exemption from specific Title IX requirements that conflict with religious tenets but it is not a blanket exemption from Title IX or other civil rights laws. As part of a substitute motion, which was overwhelmingly defeated in the House, the religious control exemption would have been expanded to an exemption for institutions that are "closely identified with the tenets of a religious organization."

The Senate had approved the Civil Rights Restoration Act on January 28 by a vote of 75-14. Despite a threat by the president that he would veto the bill, the House approved the bill by a vote of 315-98. The president did veto the bill, but the House and Senate voted overwhelmingly to override that veto. AAUP has consistently endorsed legislation that would overturn the Court's decision.

Grants from Academic Freedom Fund

In February the governing board of AAUP's Academic Freedom Fund approved two grants designed to implement and increase understanding of principles of academic freedom at church-related institutions. The grants were made respectively to the Southeastern Baptist Theological Seminary AAUP Chapter and to Professor William W. May of the University of Southern California.

Professors at Southeastern Baptist Theological Seminary, faced with a curtailment of their academic freedom by a fundamentalist Baptist faction that had gained a majority on the board of trustees, decided last spring to form an AAUP chapter as the focal point for faculty resistance. All thirty-three full-time faculty members at the seminary joined the AAUP within days after the chapter was established. The chapter soon succeeded in raising enough money—from its own members, through outside contributions, and through a grant from the moderate Southern Baptist Alliance—to open an office and to retain a law firm and a public relations firm. By autumn, the national media were providing prominent coverage of efforts by the board to exert strict control over the religious views of administrators and faculty members. The coverage emphasized the work of the AAUP chapter in protecting academic freedom. The grant from the Academic Freedom Fund will assist the AAUP chapter in dealing with pressing problems in the months ahead, among them the arrival of a new president selected by the board and the implementation of new board procedures that require a fundamentalist test

of all future appointees to faculty positions.

Dr. May, aAssociate pofessor of rligion at the University of Southern California, is the editor of the recently published *Vatican Authority and American Catholic Dissent: The Curran Case and its Consequences*. He is now at work on a book that will deal with the clause in the 1940 *Statement of Principles* that recognizes possible limitations on academic freedom at church-related institutions and what the clause has meant in practice at certain of those institutions. A significant component of his research consists of interviews at the institutions concerned, and the grant from AAUP's Academic Freedom Fund is to cover travel expenses for that purpose.

SEC Conditionally Approves TIAA-CREF Money Market Account

In mid-January the Securities and Exchange Commission (SEC) gave TIAA-CREF conditional approval to introduce its new money-market account. AAUP, the only national faculty group to intervene with the SEC, supported the conditional approval in order to provide an alternative to CREF in the current volatile market. The SEC ruled that TIAA-CREF must concurrently introduce a new CREF account, available at institutional request, permitting transfers of new contributions to alternate funds. Subsequent hearings, in which the AAUP will participate, will consider whether CREF must also permit redeemability or transferability of past CREF accumulations. A pre-hearing conference, to determine procedures and the specific issues to be addressed, was scheduled for March 16.

Benjamin Named to TIAA-CREF Advisory Council

AAUP General Secretary Ernst Benjamin has been named to a newly created Advisory Council to advise TIAA-CREF management on how it can better serve benefit plan administrators at participating institutions. The council will provide a forum for discussion of TIAA-CREF products and service issues affecting the institutions and policyholders. Dr. Clifton R. Wharton, Jr., chair of TIAA-CREF, commented, "We will look to the Advisory Council to work closely with TIAA-CREF management on operational problems and issues arising from the day-to-day administration of benefit plans...."

The council, which is chaired by Emerson H. Fly, vice-president for business and finance at the University of Tennessee, is expected to meet quarterly with TIAA-CREF staff and annually with the Trustee Joint Board Committee of Products and Services.

General secretary Benjamin also serves as co-chair of the Pension Issues Committee of the American Council on Education and as the chair of the AAUP Council Committee on Retirement.

Finkin Testifies on *Yeshiva*

In late January, Professor Matthew W. Finkin testified before the Subcommittee on Labor of the U.S. Senate Committee on Labor and Human Resources on the impact of the Supreme Court's decision in *NLRB v. Yeshiva University*. Senator Howard Metzenbaum (D-OH), chair of the subcommittee, presided over the hearing.

Professor Finkin, a specialist in labor law and the law of higher education and chair of AAUP's Committee A, discussed problems in the application of the National Labor Relations Act to professional employees in general, focusing on a fundamental misunderstanding about professional work as the major source of the *Yeshiva* decision. Finkin explained that the decision was based on an inapplicable employer-employee model, in which management formulates the work and instructs employees how to do it. This view excludes the special category of professional employees who are autonomous in their work and often judge themselves by collegial rather than hierarchical norms. Higher education faculty are, by virtue of their professional expertise, professional employees in this sense. Yet they are not thereby "managers," as the Supreme Court found them to be. Finkin noted that if faculty members were managerial they would not feel the need to engage in collective bargaining. "The best way to determine whether faculty members are managerial," he said, "is to hold a collective-bargaining vote." Finkin also pointed out that the Supreme Court's reasoning had led to the ironic result that faculty members had been found to be managers because of authority they exercised solely as a result of concessions won at the bargaining table.

Finkin informed the subcommittee that, as a result of the *Yeshiva* decision, faculties at more than twenty institutions have either been frustrated in their efforts to secure bargaining rights or have lost bargaining rights. He warned that the decision, extended beyond higher education to professionals in other areas, may have a broad impact on professional collective-bargaining rights.

The subcommittee was holding the first of a series of hearings on problems with the administration and application of the National Labor Relations Act. One of the witnesses was a faculty member from Livingstone College, North Carolina. Professor Frederick R. Swan testified about the plight of the faculty at Livingstone, whom the NLRB recently found ineligible for bargaining even though the college has no tenure system and no faculty senate. The NLRB ruled that the faculty were managers because of their substantial role in curriculum planning and related academic matters.

Ideological Exclusion

In a surprising development, the Immigration and Naturalization Service (INS) announced on February 4 that it would drop its opposition to Margaret Randall's application for permanent residence. The announcement was made to the federal appellate court in the District of Columbia as the court prepared to hear argument on Randall's

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suit challenging the denial of her application on the ground that her writing went "beyond mere dissent" (see *Academe*, March–April, 1987, p. 89; September–October, 1986, p. 4). The INS based its decision on the recent amendment passed as part of the State Department Authorization bill that repealed the McCarran-Walter Act for the current fiscal year (see *Academe*, January–February, 1988, p. 3).

The next step for Professor Randall involves the Bureau of Immigration Appeals, which will decide whether to grant permanent residence to her. While not bound by the INS's position, the bureau will make its decision with no opposition from the INS, and thus can be expected to grant her application.

The INS argued to the federal court that the agency's move rendered the Randall case moot. Randall replied that it did not since she asked the court to order her adjustment of status to be effective as of 1985, the date of the district director's decision. The Bureau of Immigration Appeals would not be able to grant her retroactivity to that date. The practical effect of the difference is that Randall would be eligible to apply for naturalization some two years earlier.

Two of the judges on the court, Ruth Bader Ginsburg and Abner Mikva, also participated in *Abourezk v. Reagan*, a case in which AAUP also filed an *amicus* brief.

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Applications and nominations are invited for the position of Dean of University Libraries at The Pennsylvania State University. The University Libraries include a central collection and six subject libraries at University Park, and libraries at each of twenty Penn State campuses throughout the Commonwealth. Collections include over 2,000,000 volumes, as well as extensive holdings of maps, microforms, government publications, and archives. There is a total staff of 390, including 112 librarians with full faculty status, serving a student body of 67,000.

The Dean of Libraries is the chief administrative and academic officer of the University Libraries, reports directly to the Executive Vice President and Provost of the University, and is a member of the Council of Academic Deans. The Dean of Libraries has primary responsibility for budget and planning, library automation, leadership of the Libraries' faculty, personnel resources, fundraising, library services, collection development and management, and fostering cooperative efforts at all levels. The Dean of Libraries acts as official representative and advocate for the Libraries.

Candidates should have these qualifications:

- High-level management experience in a research library, based on in-depth experience in librarianship, and including significant experience with the application of computer and information technologies.
- Understanding of the major issues and trends affecting research libraries.
- Strong leadership skills and the ability to promote cooperation in a multi-campus, collegial environment.
- Ability to support the teaching, research and service missions of the large public university and the intellectual and service missions of its libraries.
- Commitment to and sustained achievement in scholarship and research in librarianship or another discipline.
- National standing in the profession.

The position is available in October 1988. The search committee will begin to review resumes in April 1988 and will continue to receive them until a candidate is selected. Applications, accompanied by resumes, and letters of nomination should be sent to:

Suzanne S. Striedieck, Chair
Dean of University Libraries Search Committee
The Pennsylvania State University
201 Old Main, Box—G
University Park, PA 16802

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Tennessee Textbook Case Over

On February 22, the Supreme Court refused to hear an appeal in *Mozert v. Hawkins County Schools*, thereby putting an end to the so-called Tennessee Textbook Case. The case involved the attempt of a group of fundamentalist parents to prevent their children's exposure to books to which they objected on religious grounds. The original trial judge, finding the materials incompatible with the plaintiffs' religious beliefs, had permitted the children to be taken out of the reading program. On appeal, the Sixth Circuit reversed the trial court. The Supreme Court's action leaves in place the circuit court's decision. AAUP had joined with other educational groups in an *amicus* brief in support of the school board (see *Academe*, January–February, 1987 p. 4).

Department of Education Study Cites Administrative Costs

The Department of Education (DOE) has released a paper, "Higher Education Administrative Costs: Continuing the Study," that details the growth of administrative costs in higher education.

The report, authored by Eva C. Galambos, shows that while higher education costs have been rising through the decades, a part of that rise is certainly being used to absorb increasing administrative costs. Earlier studies had focused on rising faculty salaries as a factor in increased costs.

The DOE study shows that the percentage of nonteaching professionals has shown an increase of 3.8 percent from 1975 to 1983, while the share of faculty has declined 1.4 percent over the same period. Examining data from the Equal Employment Opportunity Commission, Galambos found that in 1975 32 percent of full-time staff at colleges and universities were faculty members and 19.4 percent were nonteaching professionals. In 1983, the faculty share had fallen to 30.8 percent and the nonteaching professionals rose to 23.2 percent. During that same period, nonprofessionals dropped from 48.4 percent to 46 percent. Galambos speculates that the drop in nonprofessionals results from upgrading jobs previously categorized as clerical.

Galambos concludes from her study of national data and close examination of two university systems that "the

costs of administering higher education have risen more rapidly than 'Educational and General' expenditures, and more rapidly than 'Instructional' expenditures." The study found that most of the increased administrative expenditure share was in the 1960s and early 1970s, but, a "creeping increase" has resumed in the 1980s.

The study advises that "the escalation of nonteaching professionals in higher education and the increased proportion of administrative costs suggest that institutions need to evaluate their staffing patterns to determine whether more efficient utilization of personnel is possible."

Copies of the report are available for $4.50 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

73rd Annual Meeting

This year's Annual Meeting will be held in Washington, D.C. at the Grant Hyatt Hotel on Saturday and Sunday, June 18–19.

The politics of higher education will receive prominent attention in this presidential election year. Ernest L. Boyer, president of the Carnegie Foundation for the Advancement of Teaching, will present the keynote address, "Post-Reagan Administration Higher Education Policy." Before joining the Carnegie Foundation in 1979, Dr. Boyer served as the twenty-third United States Commissioner of Education. A widely acclaimed author, his most recent work is *College: The Undergraduate Experience*.

Planned events of the Annual Meeting include:

—AAUP Day on Capitol Hill, Wednesday, June 15. Representative William H. Gray, III will receive the Henry T. Yost Award at a breakfast in the Rayburn House Office Building.

—Higher Education Writers Luncheon, Thursday, June 16. A first for the AAUP, the session will feature education reporters Edward Fiske, *New York Times*, Barbara Vobejda, *The Washington Post*, Chris Connell, *Associated Press*, and a reporter to be named from *The Chronicle of Higher Education*.

—Chinese banquet on Saturday, June 18, in Washington's Chinatown.

Other meetings scheduled in conjunction with the Annual Meeting include:

June 16–17: Collective Bargaining Congress and Workshops
June 16–17: Assembly of State Conferences
June 16–17: Annual Meeting Panels and Workshops
June 18: Orientation of New Delegates
June 19: Breakfast with the General Secretary

For more information and registration forms please write Annual Meeting, American Association of University Professors, 1012 14th St., NW, Washington, D.C. 20005; or call 800-424-2973.

Spring *Footnotes* Available

Copies of the Spring issue of *Footnotes* are now available free of charge to AAUP chapters. *Footnotes* is a semiannual tabloid used to show nonmembers the work of the Association and it has proven a useful recruitment tool. The Spring issue contains articles on collegiate athletic budgets; limitations on academic copyrights; and on pension and retirement issues; as well as a debate on CIA recruitment on the Colby College campus.

Persons interested in ordering copies for campus use should contact Iris Molotsky in the national office, 1-800-424-2973.

Corrections

The January–February 1988 *Academe* carried on page five the "Standing Rules Governing the Annual Meeting." Footnote three to that document was incorrect. The correct listing of the Committee on Resolutions is: Leo F. Storm (English), University of Idaho, *chair*; Stephen Z. Goldberg (Chemistry), Adelphi University; Constance P. Wilson (Social Work), University of Kentucky; Phyllis Zatlin-Boring (Spanish), Rutgers University.

Credit for the inside front cover photograph was inadvertently deleted. The photograph of the Duke University Chapel was taken by Jim Wallace of the Duke Photo Department.

ACADEMIC VACANCIES

Advertising rate for Academic Vacancies is thirty-five cents per word per insertion for regular classified advertisements; the rate for advertisements set in large type or enclosed in boxes is twenty dollars per column inch. The closing date is four weeks prior to month of issue. Send advertisements to Academic Vacancies, AAUP, Suite 500, 1012 Fourteenth Street, N.W., Washington, D.C. 20005. Notices are accepted only from Equal Opportunity/Affirmative Action employers and from institutions not on the Association's list of Censured Administrations.

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BOOK REVIEWS

College: The Undergraduate Experience in America

Ernest L. Boyer and The Carnegie Foundation for the Advancement of Teaching. New York: Harper and Row Publishers, 1987, 328 pp.

Campus Life: Undergraduate Cultures From the End of the Eighteenth Century to the Present

Helen Lefkowitz Horowitz. New York: Alfred A. Knopf, 1987, 330 pp.

CAROLYN CHAPPELL LOUGEE

The recent bumper crop of highly publicized reports on American higher education has brought the subject to the center of public discussion, alongside the not unrelated national issues of fiscal management, social welfare, and global dispersion of political and economic power. Education merits such attention, and so these reports render an important service. They may even be in themselves a sign that change is underway, for such reports typically join a wave in motion rather than engender it, drawing upon a recognizable, though perhaps not widely recognized, body of thought and action that is already on its way to at least partial fruition.

Looked at in this light, *College: The Undergraduate Experience in America* may be a good augury. Its recommendations align it clearly with the most visible revisions of higher education undertaken at institutions across the country during the past five to eight years, changes such as reinstitution of breadth requirements in liberal education and raised expectations of performance before as well as after matriculation. The eight "points of tension" that *College* identifies are the concerns most talked about on campuses today: discontinuity between high school and college; vocational training as opposed to education; faculty responsibility for teaching as well as research; conformity rather than creativity in classrooms; the gap between students' academic and social lives; the respective roles of faculty, administrators, and students in governance; the need for assessment and accountability; isolation of academic life from the outside world.

College identifies these problems on the basis of extended visits to twenty-nine institutions of various types, national random-sample surveys (of 5000 faculty members, 4500 undergraduates, 1187 college-bound seniors), and commentary from 232 high school officials and 1310 chief academic officers at institutions of higher learning.

Despite this broad base of research, however, *College* largely skirts or skates over fundamental issues. Its preoccupation with forms and formats (a core curriculum, cross-disciplinary courses, various requirements, an "enriched major," mission statements, and so on) rather than substance obscures the fact that beneath the symptoms the book dwells upon lie root issues that have not been adequately addressed either on or off campus:

The sheer size of America's undergraduate institutions. Higher education expanded in the postwar decades through vastly enlarging institutions. Today, the overwhelming majority of undergraduates attend universities so large, with student-faculty ratios so high, that they are hard-pressed to sustain the "intellectually vital, caring community" (p. 57) that *College* calls for. Small undergraduate colleges "provide the yardstick of excellence for the nation and the world" (p. xiii). So we must ask: in what size agglomerations are undergraduates most effectively educated? Are the economies of scale achieved by large institutions false economies where education of the young is concerned?

Declining investment in the young. For more than twenty years social investment in America has been shifting away from youth (including education) to older ages. All areas of education are now undercapitalized. Are taxpayers and private donors prepared to support higher quality education and the change in social and financial priorities that will follow?

Undergraduates' claim on institutional attention and resources. For four decades the attention and material resources of universities have been shifting from teaching to research and to ancillary, nonacademic purposes. What balance between teaching and research, between academic and nonacademic activities, is appropriate in institutions of higher education? Can faculties, the heart of any educational institution, insist that education come first in universities? Can they themselves be encouraged to devote, and be rewarded for devoting, greater portions of their professional effort to teaching?

The curriculum appropriate to a changing society. The content of learning, more than its format, is the key to educational quality, yet the optimal content is far from self-evident. What should a liberal education for the leaders of the twenty-first century consist of? What combination of humanities, science, and technology? What balance of specialization and general culture? A western focus in the cultural studies of general education or a global one?

Coeducational and multicultural educational communities. College environments are less hospitable to the aspirations of women than to those of men, to the ambitions of minorities than to those of the traditional majority. Can changes in curriculum and classroom practices provide better education for future leaders of both sexes in the multicultural society that America is becoming before our eyes?

Equitable Access. The opportunity for college education has been extended to ever-wider circles of the population, but unevenly. Today, for example, among high school graduates who are qualified to go to college but do not go, more than 75 percent are women and disproportionate numbers are minorities. Is access to college appropriately open? Are the young people in college those, all those, and only those who should

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be going to college? What are the respective institutional, governmental, and familial responsibilities for supporting educational costs and for reducing the growing gap between tuition fees and family resources? Should need-blind admissions and guaranteed student support play a stronger role in equalizing opportunities?

By not pressing these issues of substance, *College* does less than it might to advance an understanding of the current situation and future possibilities. *College* is, nonetheless, insightful and fair. Unlike some other reports, it was not written to secure political advantage and does not exploit American anti-intellectualism to denigrate the teaching profession. It is a prodigious effort, expresses a deep commitment to a better future, and speaks strongly for intellectual and humane values. *College* is a genuine attempt through general diagnosis with an agenda of questions and a plea for answers, to inspire a renewal of attention and investment that might significantly raise educational quality across the board. Few could disagree that "what we urgently need today is a constructive debate about the meaning of the undergraduate college and a willingness to make this part of the educational enterprise more vital and enriching" (p. 7).

Any such debate on the undergraduate experience will benefit greatly from Helen Lefkowitz Horowitz's fresh look at American higher education in *Campus Life: Undergraduate Cultures from the End of the Eighteenth Century to the Present*. Reports such as *College* implicitly address administrators and faculties, who are presumed to determine what undergraduate education consists of. But Horowitz's historical account reminds us of the extent to which students tie authorities' hands. Each cohort of students inherits, maintains, and then transmits to its successors semi-autonomous student cultures capable of filtering and reshaping—even protecting students from—what adults intend college experience to be.

Horowitz identifies three competing student subcultures in American history that made their appearance at different dates and that together comprise the American student body, in varying proportions and numbers at different times and institutions. The first, "college life," appeared around 1800 as college men withdrew from adult society to establish an adolescent peer culture whose values, codes of behavior, and status definitions were at odds with those of the institution. College men from the privileged elite devised an "extracurriculum" (sports, fraternities, clubs) to prepare them for business careers that would maintain their social status. Ascribing but limited importance to academics, "college life" placed greater emphasis on well-roundedness than on intellectual attainment, valued whom one knew over what one knew, and shunned hard work as the hallmark of "the grind."

The second subculture, "the outsiders," appeared in the late nineteenth century as access to higher education widened beyond the upper classes and included those to whom academic success was indispensable for making their way in the world. Deferential to adult culture, accepting of faculty norms, they worked hard for both vocational and intellectual reasons. Until the 1960s, "outsiders" were the vast majority of college students but not the most influential, for "college life" was dominated by the in-group that set the tone for campus culture as a whole. Affixing the label "outsiders" to those students who shared most closely the institutional authorities' own purposes is a deeply ironic expression of the extent to which the student elite stood from the beginning of the modern educational system (and not just from the 1960s) in opposition to the official university.

A third student subculture, "the rebels," emerged early in the twentieth century among middle-class students whose circumstances (usually religious or ethnic) limited their social mobility and their comfort with "college life." Bringing the politics of the broader world onto campus, sharing the intellectual interests of the faculty, and fighting against the conformism of "college life," rebels were independent-minded, individualistic, and iconoclastic rather than radical.

In the face of these student subcultures, educators adopted a variety of tactics, which offer an illuminating historical context for the recommendations of *College* and other recent reports. Some thought that they could reshape student attitudes through curricular change, that improving the content and quality of instruction would make undergraduates interested in learning. Others, notably at Reed and Swarthmore, launched a frontal attack against "college life." But most institutions considered "college life" inevitable and tried merely to co-opt it by giving official college status to those activities that had been spontaneous and oppositional, including athletics and fraternities. "The trick was to harness college life, to limit its hedonism and more destructive elements, and to emphasize its relation to citizenship and service" (p. 108).

Administrative action never fully

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Preface to Poor Richard Improved, 1758
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tamed "college life," but a shift in student subcultures would go far in that direction in the 1960s. As political activism and questioning of the established order came to engage not only rebels, as before, but also those who would at other times have become collegians and outsiders, the alignment of student subcultures was fundamentally altered and the hegemony of "college life" ended. One of the highpoints of Horowitz's analysis is her understanding that the campus protests of the 1960s emerged from a longstanding student subculture and so were less novel and aberrant than they have appeared. Her historical narrative ends with the unprecedented dominance in the 1970s and 1980s of "outsiders," this time "the new outsiders": outsiders in that they are serious students who view academic success as the means to professional prominence and affluence; new in that they are the children of affluent families trying to maintain status, rather than the underprivileged attempting to gain it, and in that they lack the sparks of intellectual life that characterized the earlier outsiders.

Campus Life is unabashedly colored by Horowitz's own preferences about student behavior and her convictions regarding what college education should be. She thoroughly dislikes "college-life" students, whose anti-intellectualism, hostility to faculty, and devaluing of academic attainment have in her view compromised education. She admires the outsiders' openness to ideas and discoveries, and respects the rebels' opposition to "college life" and their role in reminding administrators of their responsibilities. She laments the competition between new outsiders and outsiders in the 1970s and 1980s, when children of the affluent compete with social newcomers for too few career openings. She decries the new outsiders' lack of connection to the life of the mind, their reluctance to ask questions about the meaning of life, and their failure to develop autonomy from their parents' standards and status: "Students are refusing to grow up" (p. xi). But she is also hopeful that the children of the 1960s rebels may bring to campus a new, fourth student subculture of individualists who, assertive and intellectually engaged, selectively resist or draw upon the other subcultures.

All of which reveals Helen Horowitz to be typical of American professors. If, as she says, anger has been "the characteristic mode of college professors" since the eighteenth century (p. xi), so has been the lament that students do not evidently share the faculty's own values. Faculty assessment of students' character and values is a risky genre, no matter how extensively based upon interviews and other research, for the student viewed from the outside will always pale in comparison with the student each faculty member knew from the inside some years before. Risky, too, is the device of a taxonomy of student subcultures. Given the vast diversity of institutions, individuals, and circumstances in the past two hundred years of American history, it is likely that no distillation of a few subcultural categories can be very satisfying. The category of outsider in particular is so diverse, as a foil to "college life," that it seems to have little coherence and limited explanatory power.

The value of *Campus Life* holds, nonetheless. It is a smart piece of solid history written for a wide audience. It should be required reading for students before they begin to try to "make their way in the college minefield" (p. x) as well as for faculty members, administrators, and public figures who wish, by understanding higher education in America, to figure out how to make it better than it is.

Reconstructing American Education

Michael B. Katz, Cambridge and London: Harvard University Press, 1987, 212 pp.

JOHN R. THELIN

For nineteenth-century school reformers the optimistic slogan was, "Open a school, close a prison!" Today, historian Michael Katz's research raises the critical counter, "What's the difference?" After all, schools and prisons are "total institutions" more alike than they are different: both are grim bureaucracies for unwilling constituencies, artifacts of a class-bound system that perpetuates—and even increases—social and economic schisms. Expanding and fine-tuning a system of compulsory public schooling has not fulfilled the American Dream of equality or opportunity.

Katz is an important figure in American scholarship, a promising candidate to fulfill Wilson Smith's 1961 criteria for the "New Historian of Education": one who would move the study of education away from celebration and institutional hagiography and toward critical analysis. *Reconstructing American Education* is an intriguing title, for it suggests the dual role of the historian in public life: one who reconstructs the past and one whose scholarship leads to reconstruction of educational policies.

The material in this volume, although hardly fresh, is important because it condenses and refines familiar themes with which Katz has been working for over two decades. His research has helped to bring the history of education into a conspicuous, often controversial place within American social and political history. Katz's historical synthesis, including an extended case study of the politics of schools in nineteenth-century Boston, makes two salient points. First, it provides a warning against historical inevitability. There was no imperative that public schools (and school systems) would assume their familiar organizational form. Second, Katz contends that in the late nineteenth century the notion of "corporate voluntarism" provided an attractive, humane alternative to the model of "incipient bureaucracy," which ultimately prevailed in cities across the nation. The suggestion is that we as a people are not especially well served by the hegemony of bureaucratic systems that "deliver" public education.

Pity the poor public schools as they are bruised from both the left and the right. Revisionist historians malign the school systems as tools of corporations, usurpers of family life, and vehicles for social-class tracking essential to the endurance of an exploitative capitalist-industrialist society. At the same time, numerous reports, including *A Nation at Risk*, suggest that the public schools are being chastised, possibly abandoned, by the very large corporations and business interests that Katz contends they were built to serve. For example, Donald Kearns, president of Xerox, recently scolded the public schools for high drop-out rates and low productivity. Thus, if public schools are the "tools of capitalism," we are left with the impression that they are dull tools, indeed! The "work-ethic" virtues of punctuality, reliability, and docile obedience that the schools allegedly were designed to impart to future workers apparently are not being transmitted well across generations by the huge, bungling school systems.

Are wholesale educational changes therefore imminent? Katz's overview in chapter four, "History and Reform," argues that the plethora of recent national blue ribbon commission reports on school reform are superficial and transient, noteworthy for their avoidance of fundamental questions of purpose.

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These arguments are prelude to the book's main event: Katz's ringside report on a decade of bitter disputes among historians over the interpretation of formal education as a part of social and political history. Chapter five, "The Politics of Educational History," is invaluable in that it consolidates the debates, the rejoinders, the punches and counter-punches, from disparate sources. But the *caveat* for readers new to the topic is that Katz is hardly a balanced, impartial reporter, because then and now he is himself involved in the fray.

Readers become witnesses to a wrenching, and ultimately destructive, scholarly debate. One perennial riddle in the debate is the relation of school systems to industrialism and capitalism. Clearly, Katz is correct in noting that industrialism is not the culprit in the bureaucratization of schools. But Katz's glorification of voluntary schools implies some halcyon rural society free of oppression. Immigrants of twentieth-century America may have been constrained at times by compulsory education. But was this worse than military conscription, corvée, forced labor, pogroms, and all the other miseries peasants, the unlanded, and the disenfranchised faced prior to coming to the United States? We can find models of bureaucracy and systematic social coercion long before the American connection between capitalism and public schooling. The Catholic Church might be cited as an example of a powerful and far-flung bureaucracy that developed a program for socializing people into the values of an existing class order. Or, one has merely to read John Locke's public policy proposals on the poor laws to find blueprints for programs of social control that blame the victims of a hierarchical society.

Surprisingly, Katz's detailed account of nineteenth-century Boston schools starts with a bang and ends with a whimper. What he intends as a showcase to demonstrate the possibilities and potentials of "corporate voluntarism" in urban education ends as a highly equivocal description and argument. True, incipient bureaucracy may not have been inevitable as the organizational mold for public schools; however, Katz's own data indicate that its eventual emergence was not a dramatic mistake or an inherently "bad thing." It was a form that provided solutions to schooling issues at the time. Above all, Katz has not told a compelling story that would lead readers to lament the failure of "corporate voluntarism" to take root as the preeminent form of organization for American schools.

This is a troubling book in that Katz's formidable powers as a scholar do not result in a wholly convincing interpretation. In the battle for readers' minds and hearts, Michael Katz seems intent on grabbing defeat from the jaws of victory. His writing is humorless and lacks wit. His preoccupation with social structure, class, and formal institutions is offset by his lack of attention to cultural patterns and life within institutions. He chides historians Carl Kaestle and Maris Vinovskis for their lack of social context in studying a particular era's schools, and he scolds Diane Ravitch for writing old-fashioned narrative history. Yet it is Katz's own accounts of the school wars in nineteenth-century Boston that brings to mind the genre of "cabinet history" transplanted from, say, seventeenth-century English monarchy to nineteenth-century superintendents.

Katz closes with a postscript on the moral crisis of the American university—a discussion triggered by his own experience involving a student conduct case at the University of Pennsylvania. This bold move is, however, less than successful in that it concludes only with familiar critiques of Clark Kerr's multiversity and the inertia of university governance. Ironically, he ends up sounding much like Edward Shils in his railings against the abuses of professors as entrepreneurs and administrators as marketing experts.

Perhaps the best illustration of my reservations about this book is Katz's discussion of "the attack on critical history," in which he singles out Diane Ravitch as the prime offender. Here Katz simply is wrong and wrong-headed. He erroneously implies that "critical scholarship" is the exclusive domain of historians from the radical left. To the contrary, whether or not one agrees with Ravitch's findings and interpretations, it is misleading to say that she is not a "critical historian." More accurately, she is an intelligent scholar who disagrees with Katz. The result of Katz's extended diatribe is that we are painfully reminded of the simplistic slogan from the late 1960s: "If you are not part of the solution, you are part of the problem." Such loyalty tests as seen in this book suggest that Katz is a poor sport and at times an academic bully who does not do justice to superb scholarship that fails to accord with his own world view or findings.

How might one temper Katz's impatience and oversights? First, we need to dispel the erroneous notion that historical writing about education was wholly saccharine prior to the late 1960s revisionism. One need only to rediscover

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the works of Richard Hofstadter, Lawrence Cremin, Daniel Boorstin, Merle Borrowman, Dixon Wecter, Merle Curti, Walter Metzger, and Frederick Rudolph to see that education as an integral part of social and political history has a tradition that extends back several decades. Second, we would do well to acknowledge the excellent writing during the past twenty years by historians of education who have shaped our thinking in a thoughtful, complex manner without necessarily accepting Michael Katz's extreme polemics. Here I have in mind the examples of Hugh Hawkins, David Allmendinger, Michael Sedlak, Jennings Wagoner, James Axtell, Wayne Urban, Robert Church, and Geraldine Joncich Clifford. Their respective works provide a balanced point of view that includes a measure of humility and reasonable doubt as to the limits of scholarship. This is in contrast to the arrogance and self-righteousness to which Katz at times succumbs.

Put into context, Katz personifies the contemporary version of the historian as social critic. He also represents the dangers of a new phenomenon: the historian as celebrity. At worst, this visibility degenerates into "Radical Chic," its excesses belonging in one of Tom Wolfe's satirical profiles of the foibles of American mass culture. The question for Michael Katz, as with other extreme critics of an earlier era, is this: having found fault with so much and so many, where do they fit into their own vision of reformed society and structures?

American Medical Schools and the Practice of Medicine: A History

William G. Rothstein, New York: Oxford University Press, 1987, 408 pp.

ROBERT P. HUDSON

To paraphrase Ecclesiastes, "of making many books about medical education and practice there is no end, although much study of them is not always a weariness of the flesh." If the history of medicine in the United States remains confused or incomplete, it is not for want of effort. In the past two decades at least a dozen books have appeared on various aspects of medical education and practice in nineteenth- and twentieth-century America. While not always "revisionist" in the extreme sense of the word, the recent corpus approaches its subject from varying and useful ways, drawing on different sources and presenting fresh nuances of interpretation that stimulate thought.

The single most persistent myth concerning medical education in this century is that, at the behest of the Carnegie Foundation for the Advancement of Teaching, an implacable little schoolmaster from Kentucky named Abraham Flexner inspected all the medical schools in the United States and Canada, found them universally deficient, and then revolutionized American medical education by publishing in 1910 what came to be called simply *The Flexner Report*. The fact that American medical schools were abysmal was well recognized by the mid-nineteenth century. The reform of medical education was one of the primary goals that led to the formation of the American Medical Association in 1847. As early as 1972, historians began the process of demonstrating that reform in medical education was proceeding along a broad front long before the *Report* appeared—a situation recognized by Flexner himself.

Yet, even as medical historians documented the exaggerated importance accorded Flexner and his *Report* in the past, the myth persisted in the thinking of many medical academics and others. Flexner's *Report* was included in a 1974 issue of *Daedalus* entitled "Twentieth-Century Classics Revisited."

Similarly, medical practices for the same period have been examined through lenses ranging from traditional history to Marxist revisionism. Despite these previous discussions, William Rothstein has produced an eminently useful volume in *American Medical Schools and the Practice of Medicine*. Indeed, it will likely be consulted more often by historians, academics, journalists, health professionals, and social planners than any other works of its genre produced in the past quarter century. The reason for this lies not in any radically new interpretation on Rothstein's part. In truth, his interpretive material is generally traditional in approach and sparse at that. What he has done, however, is to bring together a vast array of statistical and other data, all available in other places, into one volume. Medical care, medical schools, the rise of the basic and clinical sciences, postgraduate education to include internships and residencies, the rise of research and nursing, are all covered and re-covered chronologically. If there is an important quantitative aspect of any of these topics missing from Rothstein's compendium or his footnotes, a good guess is that it does not exist.

Rothstein's book is simply the best single source for anyone interested in the origins of the social and cultural forces governing today's medical education and practice. His "Epilogue," in a mere four pages, is an analytical cameo of sheer beauty. He argues that the failure of medical educators to perceive the important differences between education in the liberal arts and training in professional education led to an inordinate emphasis on teaching and research at the expense of patient care. The towering costs of operating university hospitals sent academic physicians chasing dollars, to the inevitable neglect of educational goals. To attract competent academic physicians from the lure of private practice, medical school and university administrators had to allow (or thought they did) professors to augment their salaries by steadily increasing the time devoted to attending paying patients. This accommodation not only reduced interest in educational programs, but also diminished institutional loyalty in favor of personal and departmental development. Gradually teaching came to emphasize acute, episodic, high-technology medical care. Relatively ignored were "ambulatory care, continuing care, well-patient care, and social and psychological aspects of illness." In all of these developments the focus shifted away from educating the lowest figure on the totem pole, the medical student. In the process, as well, medical school administrators yielded their once-preeminent roles as leaders in shaping institutional and educational goals. Here, as it usually does, power flows to money, and the money now is controlled by hospital administrators and chairs of clinical departments.

Although reviewers should resist the temptation to find one shortcoming in a generally meritorious work, Rothstein's index does have a serious fault that requires mention: it is almost bereft of personal names. His pages are peopled by hundreds of individuals who are not listed in the index. Perhaps this omission derives from Rothstein's emphasis on compiling and distilling large bodies of data, but, as social historians are beginning to rediscover, people as individuals also make a difference.

An issue of *Daedalus* (Winter, 1977) embraced the theme, "Doing Better and Feeling Worse: Health Care in the United States." Anyone wishing to understand the origins of that state of affairs will find material for most of the answers in Rothstein's latest book.

ROBERT P. HUDSON is chair, Department of the History and Philosophy of Medicine, at the University of Kansas Medical Center.

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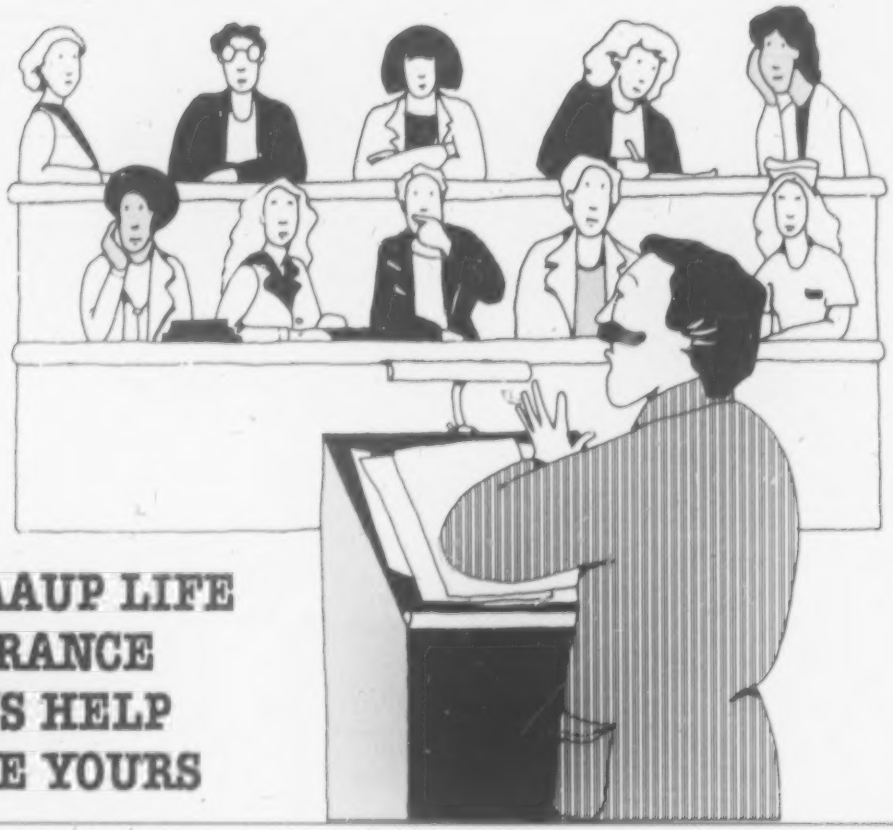

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Of Day Dreams and Help Wanted

CARL BODE

It's late Monday afternoon and fantasy time. I'm sitting next to the window in my littered study sipping a dry sherry as I leaf through the many pages of job openings listed in the *Chronicle* that came today. In this issue there are, the *Chronicle* announces, 869 of them. Which opening would it be most fun to fill, I ask myself dreamily?

This week the presidency of Harvard isn't up for grabs but I don't believe it would be a fun job anyway. There's a university in Topeka that looks better. I've always liked Kansas. It advertises "Three Positions for Educators." Crawling, kneeling, and groveling, I suggest with a smirk. But the real problem is that I don't qualify. I'm not a specialist in Art Education, Educational Administration, or Special Education. Nor am I an authority on Missiology. A university in Seattle advertises a professorship in Missiology. It's a new term to me but I notice that applicants must have a doctorate in Missiology or its equivalent. So it's apparently been around for a while.

I take another sip of sherry and turn some more pages. I pause at an ad from an Ivy League university hailed a couple of years ago by the educational mandarin at the *New York Times* as the foremost American university from a student point of view. Now the job of Director of Student Activities lies vacant. I suppose that the prior occupant shrewdly decided to quit while ahead. Or maybe he or she died of pride and exhaustion or was lured across the continent to straighten out student affairs at Berkeley. There are doubtless thousands of those, not to mention student-faculty affairs.

The objective of the Ivy League job is awesome. The director is to "strive to enrich the educational, cultural, and social lives of all students while positively influencing the quality of life for the university community." And they mean "all," for the word is repeated. Two of the specific responsibilities are exceptionally thought-provoking. The first is to act as an advocate for the students while seeing to it that "university regulations and legal restrictions are enforced." In other words, the director has to be both an advocate and an enforcer. Reminds me of the search committee from a Midwestern university that was looking for a dean who would be both firm and flexible. The second interesting responsibility is to oversee, and I quote, the "Chaplin." Shades of Charlie, who's evidently become an archetype! Yet I can understand. You need a gifted comic to keep all those students happy all the time. Incidentally, this university is very refined: it never once mentions salary, not even using the favorite weasel word in these ads, "competitive."

Few openings demand anyone so marvelous to fill them, though nearly all suffer from inflated

standards. Here and there, however, I see signs of the impact of reality. Several openings are being extended or redescribed, apparently because Wonder Woman and Superman failed to apply. A few others reflect the hard times that are plaguing some institutions. One university, whose financial troubles have been widely reported, omits superlatives from its description of the president it is seeking: "The Committee is seeking a person of considerable talent and experience." I like that modest adjective "considerable," though I realize that the job is not for me.

But all at once as I read along, my eyes light up. I see that a university in Arizona has two vacant professorships in the Department of Leisure Studies. That's the place for me! Imagine playing tennis and getting paid to study it. I'd be on a tenure track and I'm assured that my salary would be commensurate with my qualifications, which I admit are superb. I ask myself which job would be more fun but it's hard to decide. The one professorship is in the verdant field of Tourism/Commercial Recreation. Think of the trips I could take! And think of what Commercial Recreation could include: everything from Bowl games to massage parlors. The other opening has a more profoundly intellectual appeal. It's in the Sociology of Leisure and includes acting as Research Coordinator. It could make a scholar out of me.

I look out my window while visions of sugarplums float through my head. With either one of those delectable jobs I wouldn't ever need any fantasies.

CARL BODE is professor emeritus at the University of Maryland.

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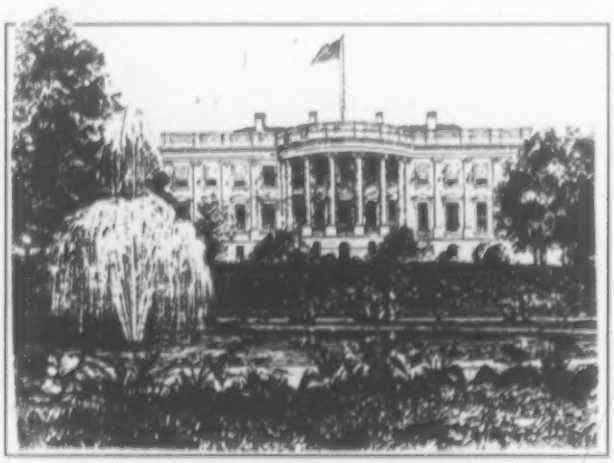

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